DOCUMENT RESUME

ED 357 803 JC 930 286

AUTHOR	Muraski, Ed J.; Whiteman, Dick
TITLE	An Employer Needs Assessment for Vocational Education.
INSTITUTION	Porterville Coll., CA.
PUB DATE	Aug 91
NOTE	54p.
PUB TYPE	Reports - Research/Technical (143) -- Tests/Evaluation Instruments (160)
EDRS PRICE	MF01/PC03 Plus Postage.
DESCRIPTORS	College Planning; Community Colleges; Community Surveys; *Demand Occupations; *Educational Needs; *Needs Assessment; Occupational Surveys; Questionnaires; Rating Scales; *School Business Relationship; School Community Relationship; Self Evaluation (Groups); Tables (Data); Two Year Colleges; Vocational Education
IDENTIFIERS	California (Tulare County); Porterville College CA

ABSTRACT

An employer needs assessment study was performed at Porterville College (PC), in California in 1991 as part of a comprehensive educational planning process for PC and the surrounding area. A validated survey instrument was sent to a stratified random sampling of 593 employers in the community, asking them to provide general information about their company and to rate the importance to their employment needs of the programs currently being offered at PC and those being considered by the college. After two follow-up efforts, a 45% return rate was obtained. The highest ranked programs and corresponding job titles were accounting/bookkeeping, business general/administration, manager/supervisor, computer science/information processing, maintenance mechanic, and small business assistant manager. The top ranked program/job title for businesses with 100 or more employees was manager/supervisor, while the top ranked program/job title for businesses with 5 or fewer employees was accounting/bookkeeping. The top five "write-in" programs/job titles were food service workers, licensed vocational nurse to registered nurse upgrade, clerk/secretary, seamstress, and forestry. Based on survey findings, PC is currently considering offering programs for computer assistants in drafting and design, human resource technicians, agri-business sales and service, health technicians, and agriculture mechanics. An economic profile of Tulare County, longitudinal enrollment data for PC and the Kern County Community College District as a whole, and information on Tulare County demographics are included. The survey instrument and a list of the employers surveyed are appended. (MAB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED357803

AN EMPLOYER NEEDS ASSESSMENT FOR VOCATIONAL EDUCATION

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

E. J. Muraski

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

X This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

Under the Direction of
Dr. Ed J. Muraski
Dean of Instruction

Project Consultant
Dick Whiteman

August, 1991

JC930286

PORTERVILLE COLLEGE

KERN COMMUNITY COLLEGE DISTRICT

BOARD OF TRUSTEES

M. Glenn Bultman, President
Edward B. Cornell, Clerk
Cecil J. Bailey
Rose Marie Bans
Dr. Gilbert J. Plain
Mark G. Raney
Dennis J. Wilson

DISTRICT ADMINISTRATION

Dr. James C. Young, Chancellor
Dr. David Scott, Assistant Chancellor/Personnel
Lauraine Cook, Assistant to the Chancellor

PORTERVILLE COLLEGE ADMINISTRATION

Dr. Paul D. Alcantra, President
Dr. Ed J. Muraski, Dean of Instruction
Charles N. Guerrero, Dean of Student Services
Bob Ross, Associate Dean of Vocational Education
Dr. Bonnie Y. White, Dean of Administration Services
Linda Prentiss, Associate Dean/Title III, Development
Alice Armstrong, Director, Business Services/Personnel

ACKNOWLEDGMENTS

Special thanks to the following individuals who made suggestions, edited, added, copied, laid out or helped in the development of this completed study: Tom Bethurum, Olene Burkhart, LouAnne Gregor, Randy Morgan, Linda Prentiss, Bob Ross, Deena Whiteman.

This project was partially funded under a Title III Planning Grant.

ABSTRACT

The planning process for education and vocational education specifically involves the gathering of data for analysis in formulating programs to meet upcoming needs. Porterville College has not had an employer needs assessment in six years. In order to undertake a comprehensive plan for education for the college and the county area, the first step mandates a current assessment of the employment needs in the community.

Although the state provides statewide needs data, the President of Porterville College desired our own assessment due to the ambiguities in the state data. The Porterville area may not be representative of the state of California and is probably unique to most areas in the United States. Due to our unique characteristics, obscureness in the State Needs Assessment, and the College's need to do long-range planning, Porterville College has directed the Dean of Instruction to undertake an assessment of the employment needs in the Porterville region.

With the assistance of the sub-committee and a consultant, a validated survey instrument and a plan were developed to implement the needs assessment. The survey forms were sent to a stratified random sampling of 593 employers in the community which, after two follow-up efforts, obtained a forty-five percent return (267). A forty-five percent return is considered a high percentage return for a survey of this nature.

Although other significant needs have been identified, the occupations/job titles that appear in the top two quartiles need to be prioritized by the college and district to determine their consideration as educational programs. The findings in this survey will be studied and combined with other data to make final decisions about future educational offerings. The final report will be shared with other educational delivery systems in the area. This report will become incorporated into the Porterville College Comprehensive Master Plan that will provide direction for the college in the future.

Based on the obtained information, we were able to isolate the occupations most needed in the employment community of the Porterville area. In general, on the following table, these occupations were listed in the top two quartiles as having the highest need in the Porterville service area:

ABSTRACT TABLE 1

Program/Job Titles

Accounting/Bookkeeping
Business General/Administration
Manager/Supervisor
Computer Science/Information Processing
Maintenance Mechanic*
Small Business Assistant Manager*
Computer Assistant - Drafting/Design*+
Marketing/Distributing
Machinist*
Welding Technician
Machine Tool Operator*
Nursing (RN)*
Nursing (LVN)
Human Resources Technician*+
Agriculture*
Agri-Business (sales/service)*+
Drafting
Truck Driving*
Banking/Finance
Electronics Technician*
Health (Technician) Services*+
Agriculture Mechanics*+
Engineering Technician*
Industrial Arts*
Environmental Technician*
Auto Mechanic/Repair
Manufacturing Specialist Technician
X-Ray Technician*
Legal Assistant

Clerk/Secretary)
LVN to RN) "write-in"
Food Service Worker*+)

The items listed on Abstract Table 1, indicated with an asterisk (*), are programs listed in the top two quartiles, but not currently offered at Porterville College. The top write-ins are listed at the bottom of this list.

Those items with a plus sign (+) are programs not currently offered but will be considered as a result of this survey and the college's ability to offer them.

Items in Abstract Table 1 need to be addressed by the college, other educational agencies, and employers as consideration for future needs.

Even with the recent freeze, continued drought, and the statewide economic concern, long-range planning must continue. The college's awarding of a five-year Title III project and the growth of the community as a whole will enable this need to be addressed.

The college has already taken a leadership role in meeting the community needs; however, the college will need assistance in addressing the total needs outlined here.

TABLE OF CONTENTS

CONTENT	*PAGE*
Abstract	iv
List of Tables	vi
Introduction	1
Population	5
Procedures	6
Limitation of the Study	8
Need for Further Studies	9
Findings	10
Summary and Conclusions	20
Bibliography	22
Appendices	23

LIST OF TABLES AND CHARTS

Number:	*Content:*	*Page:*
Abstract Table 1	Top Two Quartiles Plus Top Write-ins	iii
Chart A	Tulare County Jobs by Industrial Division	6
Table 1	Employer Survey—Rank Order Total	13
Table 2	Employers with 100 Plus or Five or Less	14
Table 3	Employers with 100 Plus or Five or Less Top Quartile	15
Table 4	Size of Employers Responding to Survey	16
Table 5	Employer Write-ins in Rank Order	17
Table 6	Employer Survey Upper Two Quartile Totals and Employer Write-ins	18
Table 7	Composite Listing of Occupations Ranked Highest from Table 1 and Additional Write-in Occupations	19

INTRODUCTION

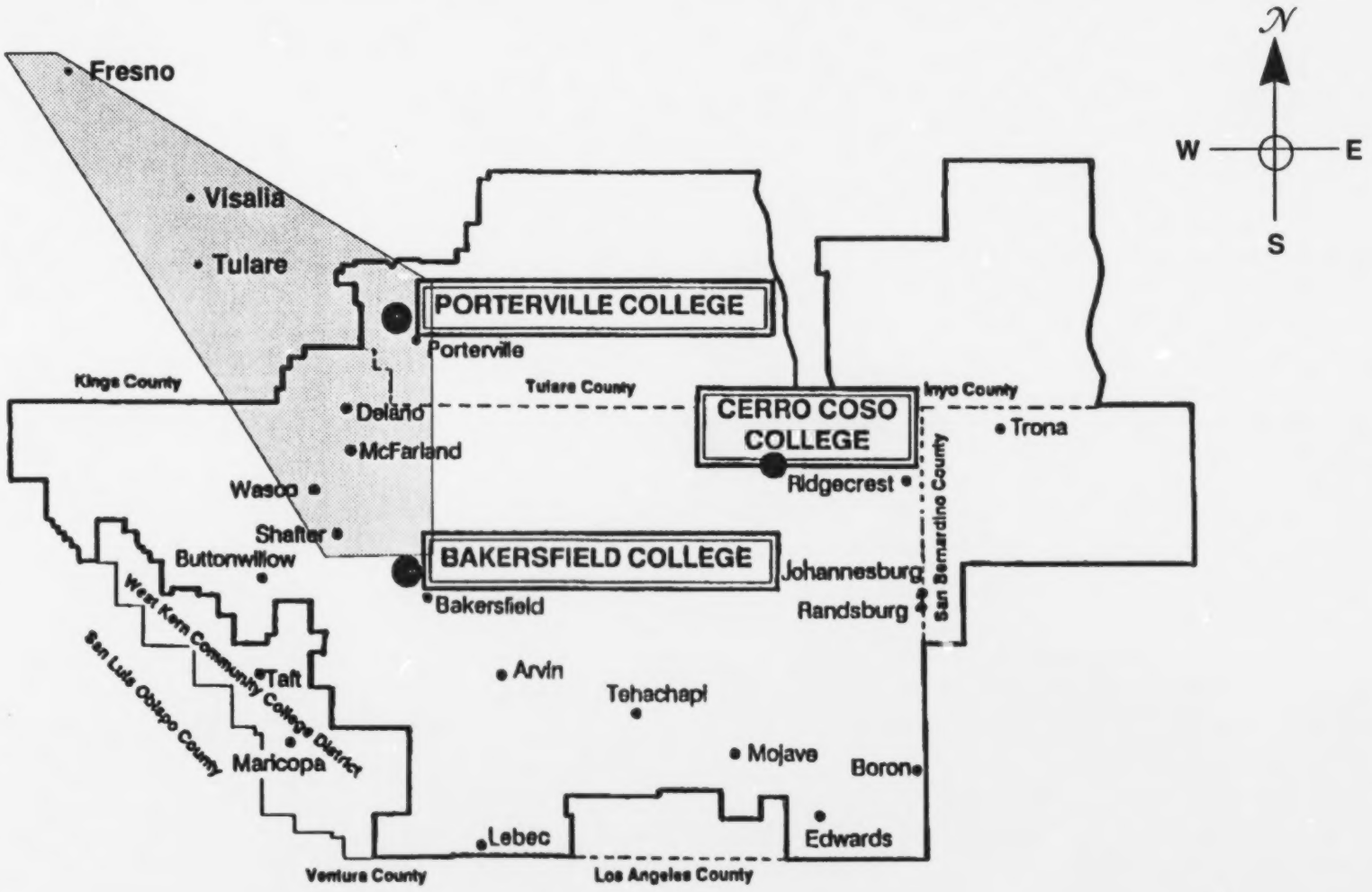
Porterville is located in Tulare County centered in the state of California. It ranks seventh in size of California counties. Its area of 4,935 square miles is almost equal to that of the state of Connecticut and is more than the combined area of the states of Delaware, Rhode Island and the District of Columbia. It is bounded on the east by the crest of the Sierra Nevada Mountain Range and Inyo County, on the north by Fresno County, on the west by Kings County and on the south by Kern County. Of its total area, more than one-half is mountainous. The remainder consists of the timbered slopes and foothills of the Sierra Nevada range and the fertile plain that is part of the central San Joaquin Valley. The combined acreage of Sequoia National Forest in Tulare County constitutes 55 percent of the county area.

West of the foothills, Tulare County is part of the San Joaquin Valley, which extends about 30 miles westerly to the Kings County line. This area of approximately 1,800 square miles contains some of the most intensive agricultural development in the United States and one of the most productive citrus belts in all of California.

Porterville College was established in 1927 as Porterville Junior College and operated as part of the high school district until October 1966. Following an annexation election in December of that year, Porterville College became part of the Kern Joint Junior College District, effective July 1, 1967. The decade immediately following annexation saw a large increase in enrollment, from 826 in 1966-67 to 2166 in 1976-77, and active construction and campus expansion programs. Construction has begun on a major new instruction building, and existing campus buildings are well maintained.

Porterville College is an active member of the Community College League for Innovation. With a five year Title III funded project, a major building program in operation and a positive well-qualified faculty, Porterville College is a progressive college on the move.

Over the last decade, Porterville College has experienced a drop and then a moderate rise in enrollments. By fall semester 1989 enrollment headcount had climbed to 2883. In the Spring of 1990 the headcount was 3972 representing an increase of 1089 students. Some of the reasons for the slow but steady growth are the introduction of a new physical fitness program, language and mathematics tutorial programs, additional basic skills classes, and active recruitment of high school honor students.



Note: Screened area represents potential employer population area

However, even though there is an increase in headcount, ADA (average daily attendance) figures are nowhere near the all-time high of 2,153.04 reached in 1981-82. It is partially because of a major shift from young, college-age, full-time students to older, working, part-time students.

The following charts show enrollment figures, service area population projections, and Porterville College enrollment.

ENROLLMENT 1979-1989

Year	Spring Semester	Fall Semester
1979	2465	2395
1980	2215	2217
1981	2304	2435
1982	2405	2254
1983	2290	2204
1984	1797	1983
1985	1888	2231
1986	2100	2475
1987	2454	2374
1988	2725	2550
1989	2667	2883

KERN COMMUNITY COLLEGE DISTRICT SERVICE AREA POPULATION, BY COLLEGE

1980 through 2010

College/District	1980	1990	1995	2000	2005	2010
Bakersfield College	333,830	432,900	476,210	517,860	554,560	539.620
Cerro Coso College	50,700	86,370	104,980	123,200	138,710	153,770
Porterville College	**59,538**	**76,564**	**85,930**	**95,329**	**104,440**	**113,948**
Kern Community College Dist.	444,063	595,435	665,965	734,568	97,710	857,338

Note#1: Nineteen eighty (1980) figures are according to census tracts in the respective college drawing areas.

Note#2: Data for all other years derived from official projections provided by the Kern County Planning Department and the Tulare County Building and Planning Department. The Kern County numbers are by Census Tract Divisions. The Tulare County numbers are for the entire county. The Porterville College drawing area population is derived by applying the same percentage of the total county population as obtained in the official Tract Census of 1980. This percentage is 24.23 percent.

Porterville College has seen a dramatic change in its student body. More than 23 percent of the college enrollment is represented by Hispanic students. This percentage has risen from 14percent in the past two years and could increase yearly because the **Porterville area elementary schools now report a majority of minority students with the largest group being Hispanic.** There are many non-English speaking adults in this community including one of the larger Hmong and Laotian communities in the state, along with others from Pacific Basin backgrounds amounting to 5 percent of the college enrollment. Black and Native American enrollments are at 2.5 percent, which is the same as represented in the community. It is anticipated that the enrollment of Blacks will increase as migration from the greater Los Angeles area into the San Joaquin Valley continues. Another significant change is in the percentage of female students that has risen to 59 percent from 47 percent five years ago. Part of this increase can be attributed to the opening of a limited service re-entry center especially designed to aid single parents and homemakers. Collectively, over one-third of the students enrolled in Porterville College are classified as minority students.

Changes in the community area underline the prediction made by the California Community College Chancellor's Office that the central valley will become a larger part of the state's diverse population. Porterville, the third largest city in Tulare County, grew 37 percent between 1980 and 1989, with the population expanding from 19,707 to 27,000. **Unemployment was 10.3 percent in 1988 and 11.2 percent as of January 1990.** The unemployment figure is over double the **5.3 national unemployment figure released at the end of 1989**. Agriculture remains the major employing sector with 27.6 percent of all jobs. Government jobs hold second place with 18.3 percent while retail trade accounts for 14.6 percent. Tulare County leads California production of table grapes, olives, oranges, pistachios, pomegranates, tangerines, and hogs. The most lucrative cash crops are oranges, milk, and grapes in that order. Another plus in the Porterville area is the affordability of housing with the average sales price of a house in 1988 at $78,171.

An **influx of underprepared students**, including high-risk youths, minority students, welfare students required to attend training through the state workfare program, unemployed, underemployed, and unskilled adults, immigrants, and re-entry men and women comes at a time when the college is struggling to maintain its mission of providing open access to higher education, vocational/technical education, career education, and cultural enrichment to all segments of the community while struggling to maintain fiscal stability.

Single parents receiving public assistance make up a large segment of Porterville College re-entry student recruitment.

Porterville College is founded upon the premise that all people are entitled to an opportunity to develop their full potential as individuals and as social beings. To this end, the college is dedicated to the development of free, rational, and responsible individuals who can formulate principles and acquire skills by which to lead more meaningful and productive lives.

POPULATION

According to estimates by the State Department of Finance, Tulare County gained 37,319 new residents by 1990, reaching 315,992 by year's end (see Appendix A). In one year the population increased by 2.7 percent. Visalia remained the largest city in the county with a population of 72,000, up 3,400. Porterville and Tulare are the second largest with approximately 30,000 each. All three cities experienced the largest percentage change (45 percent) from 1980-1990.

Currently, approximately 3,105 students are enrolled in a wide range of transfer, vocational/technical and remedial basic skills classes offered by Porterville College.

The population for the purposes of this survey included in general, employers from Fresno on the north to Bakersfield on the south; however, only selected large employers were surveyed outside of the fifteen mile radius from the center of the city of Porterville. The survey also concentrated in Tulare County, but the selected survey also took in parts of Kern County in which Bakersfield resides and parts of Fresno County in which Fresno resides. An elaboration of the survey boundaries can be found in the procedures section of this report.

The California Employment Development Department estimated that there are 112,250 industries and 138,000 people in the labor force in Tulare County. Unemployment varies but averages at approximately 10.6 percent. Tulare County's economic climate is expected to exhibit moderate growth through the 1990s.

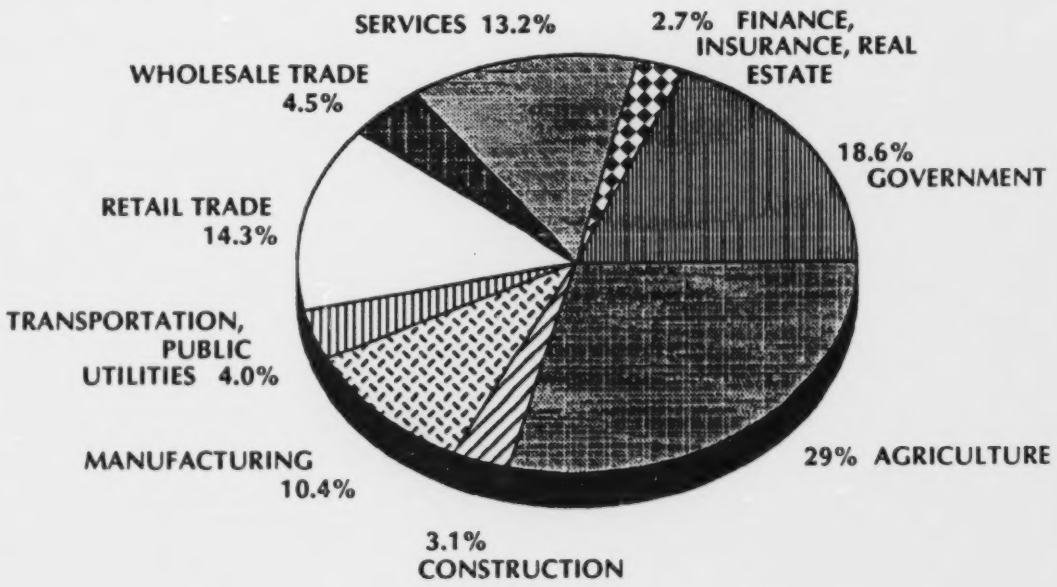
Agriculture continues to be the county's employment leader with approximately 30,000 to 34,000 employees the number varies with the harvest. Agriculture represents 29 percent of the jobs by industry division (see Appendix B).

Government has consistently been the second largest employer in Tulare County with approximately 20,000 jobs. Federal employees account for 1,325 jobs with most of the employment in the Sequoia National Park.

A breakdown of county jobs by industrial division is outlined on the following page.

Tulare County Jobs by Industry Division
Annual Averages 1990

Chart A



PROCEDURES

The purpose of this study is to determine the needs of employers in the Porterville College service area. To achieve this purpose, a survey of the employment community was undertaken. The Dean of Instruction requested help from an outside consultant to determine the employment needs and match those needs to existing, modified, or new programs at Porterville College. The plan was presented to the Porterville College Community Advisory Committee in June 1990, and was initiated by the survey committee composed of the following members: Mr. Richard Whiteman, consultant member; Mr. Bob Ross, Associate Dean of Vocational Education; Dr. Ed Muraski, Dean of Instruction, Porterville College. The project consultant, Mr. Richard Whiteman, was asked to supervise the research and follow up individually with employers to secure additional in-depth data and validate the survey results.

The survey instrument in Appendix C consists of two parts plus the cover letter. The survey model was designed from two previous needs assessment surveys undertaken by Dr. Ed J. Muraski, the Dean of Instruction at Porterville College. The original survey used sound statistical foundations and was monitored by two research specialists throughout the development. The same model and questionnaire format were duplicated here.

Part one requests general information about the employer and asks the employer to list specific job titles of positions in the company. Part one also requests that the respondent list the number presently employed and gives the projected change in the next five years.

Part one identifies the respondent and verifies the total number of employees or positions in the company. This verification helps the evaluator determine the potential growth in that company and what occupations or job titles will be the most demanded.

The second part contains a list of job titles. This list was developed by combining all existing occupational education programs offered by Porterville College and those occupations that are being considered by the college.

The survey questionnaire was field tested by being administered to members of the Title III Community Advisory Committee. The successful field tests provided positive results and permitted input for the overall survey input. During a field test by the advisory committee, the members were given the opportunity to add additional program areas or job titles as they saw a need. In addition the employer was requested to list any other occupational program needs. Those program needs written in will be discussed later in this study.

Based on statistical averages, a random sampling of three hundred (300) of the businesses and industries in Tulare County would constitute a valid survey with a fifteen percent (15 percent) response. Based on the desire to stratify the response by the author, it was decided to survey approximately five hundred (500). Upon the completion of stratification, a total of five hundred and ninety-three (593) employers received survey questionnaires.

The first stratification came from the distribution of industrial divisions provided by the California Employment Development Department (E.D.D.). The vocational programs currently being offered through programs at Porterville College and those programs the college considered or had been asked to review made up the list on the survey form. These programs or job titles were then listed under the Industrial Division outlined on the previous page. The percentages listed, such as agriculture, determined the number of survey questionnaires sent out in that specific area. Therefore, twenty-nine percent of the questionnaires were sent to agriculture businesses and industries, because agriculture represents twenty-nine percent of the jobs listed under the Industrical Division by E.D.D.

The second stratification came from the desire to send no less than five (5) questionnaires to any one job title or occupational area. The follow up continued until we obtained input from at least three (3) employers from each job title area. Fifteen (15) larger employers outside the immediate area in or near Fresno and Bakersfield were added to the survey population. These large employers employ a number of the job titles on our survey form, and they are companies that employ a percentage of our graduates. The addition of these large employers provided an overlap of job titles and provided more than the required three (3) from each job title.

In addition to the list of employers discussed, the Porterville Chamber of Commerce provided a list of thirty-seven (37) of the largest employers in the area (Appendix D). This list was part of the survey population. All members of the list of 15 large employers, and the 37 Porterville Chamber employers received a survey form. The survey instrument, as previously discussed and exhibited in Appendix B, was mailed to the 593 employers inclusive of all of the employers discussed.

The Pacific Bell Telephone Company indicated that about ninety-five percent of all employers in the Porterville region are listed in the phone book. The occupations/job titles were cut from the phone book and posted on a page corresponding with the job title/occupational area they represented. Duplications were eliminated and an employer was only listed once in the area determined appropriate; for example, a machining company that also hired managers for departments would probably remain listed under the machining job title program. The author reviewed the distribution selection to assure that no single job title was listed with less than five (5) different employees. This assured an adequate return to satisfy a representative sampling. In following up on the returns, all efforts were made to obtain at least three (3) responses for each job title. With the high percentage of return from the large employers, most job titles/occupations were covered by more than four employers; therefore, more than three (3) were included in the survey. A total listing of all employers selected to participate in the study is listed in Appendix E.

LIMITATIONS

Any limitation which became apparent during the course of the project were investigated to the extent possible. Whenever possible, modifications were made; however, some factors could not be controlled by the research study. They are as follows:

1. Six employers checked more areas of interest and need than their company can hire or will hire in the future according to their company data on the front side of the survey. The combination of charts is designed to correct this discrepancy; however, in these cases, we called the employers and revised their survey forms according to our discussion with them. It's possible others fell into this category also.

2. The employers were asked to rank the occupations of interest and rank their priority either one, two or three. This was structured to encourage the employer to place some thought into that selection; however,the significance of that priority listing does not seem to have any meaning to our data findings. A ranking of interest of a one (1) or two (2) was rated as interest. A ranking of three (3) was considered as non-interest.

3. This survey represents a <u>sample</u> of the employers. If the employer indicates a need for a total of ten (10) welders, the significance of ten (10) is meaningless. The survey did not survey the total employers who hire welders. Only the priorities listed can be of some meaning for planning purposes. In order to use the raw score, all employers must be sampled.

NEED FOR FURTHER STUDIES

A comprehensive master plan calls for several components. This study satisfies a major part, but further studies will need to follow and they are listed below:

1. A study must be undertaken to analyze the interest of students in academic programs.
2. Some data needs to be compiled to determine the number of students who remain in Porterville and how many leave the area.
3. A composite report needs to be assembled which brings to bear all data needed for educational planning.
4. Data must be compiled to determine the increase in high school enrollments and what impact that may have on the college.
5. Since the instrument and process have been developed, it would be wise to resample Porterville in five years.

FINDINGS

From past experience in conducting surveys of this nature, a forty-five percent (45 percent) return is much higher than average. The norm for research surveys expects a fifteen percent (15 percent) return and indicates that twenty to twenty-five percent (20-25 percent) is an above average return for these surveys. That percentage for the Porterville community survey becomes even more significant when you analyze that the majority of the population surveyed is small businesses. Large businesses have a staff to respond to surveys while small companies do not. The community is to be commended for their efforts.

Some of the information obtained was evident from experience in projecting employment needs. The General Occupation Education Advisory Committees for Porterville College also confirmed several findings this study generated. This report attempts to bring together all the data into a logical and meaningful statistical report for planning vocational education needs at Porterville College.

Table One (1) on the following page lists all of the occupational program job titles in the rank order of most responses to least responses. Using the second page of the survey, the counted responses rated as two (2) or three (3) only. A low one (1) response was not counted. This gave us the total responses for the two hundred and sixty-seven (267) employers who returned the questionnaire. About ten (10) of the respondents checked almost all the responses and we called these employers to help them understand the survey and to correct their responses based on the new input.

Table Two (2) lists the same respondents broken down into those employers with greater than 100 employees and those employers with fewer than 5 employers. This combined data are listed on one page to compare the differences.

Table Three (3) takes the top quartile from the combined data from Table 2 and shows which job title listings are significantly different.

Table Four (4) gives the size of employers responding to the survey. This table shows eighty-three (83) companies with five or fewer employees. From the information given on Table Three, we are able to determine the number of employees needed from those companies with five employees or less. As an example, real estate sales was an occupation in the upper quartile of those employers with five or fewer employees but was not in high demand for those employers with one hundred or more employees.

The survey does not validate the number of employees needed in real estate. These numbers do not represent the total number of employees needed in the county, nor should it be construed to represent that. The need for real estate employees, similar to other occupational needs that may surface from the survey, requires additional investigation. You are reminded this is a sampling. Employers have identified themselves for the survey which can be followed up for further validation.

The combination of the data using Table Two (2) and Three (3) equates to a short list of occupational needs common to both lists as follows:

Accounting/Bookkeeping
Business Manager and Manager Supervisor
Business General/Administration
Computer Science
Computer-Assisted Drafting/Design
Machinist

TABLE 1

Porterville College

EMPLOYER SURVEY

Rank Order Total

Total Employers Responding: 593

Responses	*Program/Job Titles*
229	Accounting/Bookkeeping
220	Business General/Administration
195	Manager/Supervisor
181	Computer Science/Information Processing
128	Maintenance Mechanic
122	Small Business Assistant Manager
99	Computer Assistant - Drafting/Design
97	Marketing/Distributing
97	Machinist
78	Welding Technician
76	Machine Tool Operator
76	Nursing (RN)
76	Nursing (LVN)
75	Human Resources Technician
70	Agriculture
68	Agri-Business (sales/service)
66	Drafting
65	Truck Driving
65	Banking/Finance
61	Electronics Technician
57	Health (Technician) Services
56	Agriculture Mechanics
54	Engineering Technician
54	Industrial Arts
53	Environmental Technician
52	Auto Mechanic/Repair
52	Manufacturing Specialist Technician
50	X-Ray Technician
50	Legal Assistant
46	Livestock Management
45	Child Development
44	Industrial Technologist
44	Construction Technician/Trades
42	Journalism
42	Real Estate Sales
41	Security
39	Apprenticeship
39	Education Aide
39	Dental/Medical Assisting
38	Architectural Assistant
36	Emergency Medical Technician
34	Certified Financial Planner
34	Fire Fighting
34	Operating Room Technician
34	Physical Therapy Technician Assistant
33	Auto Parts/Counter Person
33	Respiratory Therapist
30	Real Estate Broker
28	Heavy Equipment
27	Health Fitness Center Trainer
26	Psychiatric Technician
26	Carpentry
25	Refrigeration Technician
24	Nuclear Medicine
22	Commercial Pilot
22	Auto Body Repair
21	Photography
21	Commercial Art
21	Travel Service Manager/Assistant
20	Cabinet Making
18	Equine Technology (Horse Prod.)
18	Administration of Justice/Criminology
16	Holistic Health Technician
15	Cosmetologists
14	Consumer/Homemaking

TABLE 2

Employers with 100 Employees or more

Responses	Program/Job Titles
65	Manager/Supervisor
59	Accounting/Bookkeeping
49	Maintenance Mechanic
46	Computer Science/Information Processing
44	Business General/Administration
42	Nursing (RN)
36	Nursing (LVN)
33	Human Resources Technician
25	Electronics Technician
25	X-Ray Technician
24	Machinist
24	Computer Assistant - Drafting/Design
23	Environmental Technician
23	Respiratory Therapist
23	Marketing/Distributing
23	Machine Tool Operator
22	Health (Technician) Services
21	Operating Room Technician
19	Welding Technician
18	Engineering Technician
17	Manufacturing Specialist Technician
16	Physical Therapy Technician Assistant
16	Child Development
15	Industrial Arts
15	Nuclear Medicine
15	Security
15	Auto Mechanic/Repair
14	Education Aide
13	Psychiatric Technician
12	Emergency Medical Technician
12	Agriculture Mechanics
11	Truck Driving
11	Industrial Technologist
11	Drafting
11	Construction Technician/Trades
11	Heavy Equipment
11	Fire Fighting
10	Livestock Management
10	Banking/Finance
10	Agri-Business (sales/service)
9	Commercial Pilot
9	Commercial Art
7	Architectural Assistant
7	Legal Assistant
7	Apprenticeship
7	Agriculture
7	Carpentry
6	Health Fitness Center Trainer
6	Dental/Medical Assisting
5	Journalism
5	Travel Service Manager/Assistant
5	Small Business Assistant Manager
5	Cabinet Making
5	Refrigeration Technician
4	Administration of Justice/Criminology
4	Auto Parts/Counter Person
4	Certified Financial Planner
4	Holistic Health Technician
4	Consumer/Homemaking
4	Cosmetologists
4	Photography
2	Auto Body Repair
1	Real Estate Sales
1	Real Estate Broker

Employers with 5 Employees or less

Responses	Program/Job Titles
91	Accounting/Bookkeeping
49	Small Business Assistant Manager
42	Business General/Administration
39	Computer Science/Information Processing
25	Drafting
24	Machinist
24	Marketing/Distributing
22	Agriculture
21	Computer Assistant - Drafting/Design
21	Welding Technician
20	Real Estate Sales
19	Agriculture Mechanics
18	Architectural Assistant
16	Industrial Arts
16	Agri-Business (sales/service)
15	Legal Assistant
14	Livestock Management
14	Industrial Technologist
14	Machine Tool Operator
14	Real Estate Broker
13	Manager/Supervisor
13	Construction Technician/Trades
11	Banking/Finance
11	Electronics Technician
10	Journalism
10	Certified Financial Planner
10	Health (Technician) Services
10	Manufacturing Specialist Technician
9	Carpentry
9	Child Development
9	Maintenance Mechanic
9	Cabinet Making
8	Human Resources Technician
7	Truck Driving
7	Engineering Technician
7	X-Ray Technician
7	Dental/Medical Assisting
6	Auto Mechanic/Repair
6	Equine Technology (Horse Prod.)
6	Nursing (LVN)
6	Apprenticeship
5	Respiratory Therapist
5	Administration of Justice/Criminology
5	Heavy Equipment
5	Commercial Pilot
5	Education Aide
5	Emergency Medical Technician
4	Auto Body Repair
4	Cosmetologists
4	Holistic Health Technician
4	Psychiatric Technician
4	Fire Fighting
3	Operating Room Technician
3	Physical Therapy Technician Assistant
3	Nursing (RN)
3	Travel Service Manager/Assistant
3	Commercial Art
2	Photography
2	Nuclear Medicine
2	Environmental Technician
2	Refrigeration Technician
2	Consumer/Homemaking
2	Security
2	Auto Parts/Counter Person
2	Health Fitness Center Trainer

TABLE 3

Our findings are stratified into two groups:

1) Those businesses who have more than 100 employees, and
2) Those businesses with less than five (5) employees.

Upper Quartile
Greater Than 100 Employees

Manager/Supervisor
Accounting/Bookkeeping
Maintenance Mechanic
Computer Science/Information Processing
Business General/Administration
Nursing (RN)
Nursing (LVN)
Human Services Technician
Electronics Technician
X-ray Technician
Machinist
Computer Assistant

Upper Quartile
Less Than Five Employees

Accounting/Bookkeeping
Small Business Assistant/Manager
Business General/Administration
Computer Science/Information Processing
Drafting
Machinist
Marketing/Distribution
Agriculture
Computer Assisting Drafting/Design
Welding Technician
Real Estate Sales

TABLE 4

Size of Employers Responding to Survey

Company Size	Number of Companies
0	4
1	17
2	14
3	19
4	18
5	11
6	8
7	4
8	7
9	8
10	7
11	9
12	4
14	2
15	4
16	1
17	3
18	1
20	2
21	2
22	3
25	1
26	1
27	1
30	2
32	2
33	1
38	1
40	4
42	1
43	1
47	2
49	1
50	1
53	1
54	3
55	2
56	1
57	1
60	2
66	1
67	1
72	1

Company Size	Number of Companies
75	1
79	1
80	1
81	1
85	1
92	1
93	1
95	2
99	1
100	1
110	2
130	2
135	1
140	3
150	2
165	1
180	1
184	1
200	1
210	1
220	1
224	1
250	2
252	1
268	1
270	1
325	1
345	1
400	2
450	1
479	1
480	1
490	1
550	1
600	1
646	1
650	1
905	1
1,500	1
1,656	1
2,323	1
3,500	1
9,580	1

Employers filling out the questionnaires were given the opportunity to list additional occupations or job titles that had a significant need. When employers take the time to list additional "write-in" occupations, that list becomes significant when validated by several employers. (See Table 5.) The top five "write-in" occupations or job titles listed on the survey and identified by the employers with the highest need are as follows:

Occupation	Number of Employers
Food Service Worker	Unlimited
LVN to RN (nursing) upgrade	660
Clerk/Secretary	169
Seamstress	130
Forestry	100

A complete list of the above forms Table Five.

Sixty-five occupations are listed on the survey instrument in Appendix B. If you divide that into fourths, a quartile or one-fourth, would represent sixteen. If you add secretary, LVN to RN and food service worker, that brings the total to sixty-five. By combining the top two quartiles of Table One in ranked order, and adding the top quartile of the list of additional occupations identified by employers in Table Five, we can develop a composite summary of the survey results. This list is identified as Table Six. Table Six would represent the top quartile of employment needs in this survey.

Table Six represents the occupations that have the highest need. These are the occupations that Porterville College should make an effort in which to provide vocational education. It seems valid to conclude that Table Six represents the occupations needed most by the employers responding to the survey instruments.

After correlating and combining all data for validity, the occupations/job titles with the apparent highest demand in Tulare county can be found on Table Six. Although some employers' needs may have been missed, in general, the majority of the employers in the Porterville region have submitted data which points out the need for employees who have skills and/or experience related to the occupations/job titles on Table Six. These data will be further analyzed to determine their need based on placement of students, success on the job, etc.

All the occupations in the top quartile are offered at Porterville College except computer assisted drafting, maintenance mechanic, RN (nursing), machinist and human services technician.

The closer to the top of the survey results we analyze, the more accurate our reserach becomes. Table 7 represents the top ten % of the survey responses and the top ten percent of the write-in list (ten percent of 65 = 7 and ten percent of 27 = 3). The list of occupations in Table 7 indicates the highest priority occupational needs of the Porterville community. This list is only a guide for the college to consider when reviewing the existing occupational programs.

The educational agencies in the county may wish to look at the top two quartiles and top "write-ins" and plan programs that provide skilled employees to meet those needs. The employers, on the other hand, must collaborate with the educational agencies

TABLE 5

Porterville College

EMPLOYER ASSESSMENT SURVEY

Write-ins in Rank Order

Other Employment Areas to Consider	*No. Employees*
Food Service Worker	Unlimited
LVN to RN Upgrade	660
Clerk/Secretary	+169
Seamstress	130
Forestry Technician	+100
Plumbing/Heating/A.C. Technician	40
Certified Nursing Assistant (CNA)	28
Medical Transcriber	27
Social Worker/Counselor	27
CNC Machinist	20
Dietetic	15
Marketing/Distribution/Advertising	9
Aircraft Mechanic	6
Civil Engineer	6
Office Manager	6
Other, Non-Vocational	5
Electrical Maintenance Technician	+4
Optician	+4
Radiation Therapist	4
Steam Boiler Technician	+3
Transportation Operator	+3
Retail Sales Training	3
Warehouse Worker	3
Real Estate Appraiser	3
Library Aide	+2
Animal Health Technician	2
Diesel Mechanic	2
Floral Designer	2
Commercial Lending	1
Gerontologist	1
Graphic Printer	1
Industrial Safety Technician	1
Licensed Surveyor	1
Metal Spinner	1
Optometric Technician	1
Pharmacy Technician	1
Purchasing Agent	1
Respiratory Therapist	1
Telemarketing	1

TABLE 6

Porterville College

EMPLOYER SURVEY

Upper Two Quartile Totals and Write-ins

	Responses	*Program/Job Titles*
Top Quartile	229	Accounting/Bookkeeping
	220	Business General/Administration
	195	Manager/Supervisor
	181	Computer Science/Information Processing
	128	Maintenance Mechanic
	122	Small Business Assistant Manager
	99	Computer Assistant - Drafting/Design
	97	Marketing/Distributing
	97	Machinist
	78	Welding Technician
	76	Machine Tool Operator
	76	Nursing (RN)
	76	Nursing (LVN)
	75	Human Services Technician
Top Two Quartiles	70	Agriculture
	68	Agri-Business (sales/service)
	66	Drafting
	65	Truck Driving
	65	Banking/Finance
	61	Electronics Technician
	57	Health (Technician) Services
	56	Agriculture Mechanics
	54	Engineering Technician
	54	Industrial Arts
	53	Environmental Technician
	52	Auto Mechanic/Repair
	52	Manufacturing Specialist Technician
	50	X-Ray Technician
	50	Legal Assistant
Top "Write-ins"		Food Service Workers
		LVN to RN
		Clerk/Secretary

TABLE 7

Composite Listing of Occupations

Ranked Highest from Table 1 and Additional Write-in Occupations

1. Accounting/Bookkeeping
2. Business Manger and Manager Supervisor
3. Business General/Administration
4. Computer Science
5. Computer-Assisted Drafting/Design
6. Machinist
7. Welding Technician
8. Clerk/Secretary
9. LVN to RN (nursing) upgrade
10. Food Service Worker

(Note: Occupations 8, 9 and 10 were written in on the survey form. These occupations were requested by the employers along with additional occupations as listed in Appendix D.)

to assist them in meeting these needs. Occupational education at Porterville College will need additional financing, human resources, equipment and facilities to meet these additional training needs.

As mentioned, all the occupations/job titles listed on Table Six are presently being offered by the college, except for five; however, an LVN to RN program has been linked to Bakersfield College and offered at Porterville College in the past. Computer Assisted Drafting (C.A.D.) will be added to the existing drafting program next year in the secondary effects under the building plan. The Human Services Technician Program is currently being developed by the Health Occupations Program at Porterville College. Machinist and maintenance technician will be studied in depth to determine industry needs

New buildings planned for Porterville College could house some of the needed programs in cooperation with and coupled with a Work Experience Program in the community. Other program needs may be addressed by adding courses to existing curriculum which is being done with the Human Services Technician Program. This always requires coordination between the divisions and an ad hoc advisory committee from business and industry.

Many of those companies surveyed needed educated clerk/secretary and agriculture/business employees. The farm worker needs may be addressed under a state program titled H-2A, that brings temporary alien farmworkers into the state when needed. Programs such as H-2A should be reviewed by the college and city as potential for further training in ESL and basic skills.

Porterville College today is not equipped to meet all of these needs. This study should be helpful in prioritizing these needs.

SUMMARY AND CONCLUSION

This survey was undertaken before the devastating freeze and continued drought which has impacted the employment area substantially. In recent months, the college and educational agencies have also been affected by the state's downward turn in the economy. Although these events will impact the community and college and impact further needs and plans, the college and the community are both experiencing positive change and growth. The college's new building program and the college's award of five-year funding under Title III will enable the college to continue with its plan for the future.

The survey return percentage is significantly high and allows the authors to use the results to make accurate predictions which will help Porterville College plan for the future.

Agriculture is the leader in employment as illustrated in Appendix C. However, California Employment Development Department research states that by 1992 the water shortage is expected to be acute, so the number of farm workers may decrease.

The completion of this needs assessment survey highlighted a need for expanded economic development efforts. The city of Porterville and the surrounding community will continue to grow. The data show Porterville to have experienced a 46.4 percent growth in the last ten years with a 6.9 percent change for 1989-90. The population growth will stimulate more opportunity for new businesses to enter the area, while encouraging existing businesses to modify their products or methods to keep up with competition.

The college finds itself in a fortunate position to join with the city and community in a new plan for economic development. President, Dr. Paul Alcantra, has presented to the city of Porterville a new building concept for the college. Plans for the college's remodeling program were presented to the Community Advisory Committee in June 1990 and, subsequently, to the city news media and the city planning consultants in March of 1991. Porterville College's building plans will house some modified and new programs to meet the community's growing needs.

Several industries and businesses are showing growth as indicated by the study. New to the Porterville region is Walmart, a large distributor of household needs. Walmart will be one of the largest employers in the area with an estimate of 500 to 1200 employees over the next year. The college and the city will be assisting this company and others as the city and community progresses into the year 2000 when the projected labor force is expected to exceed 150,000 for Tulare County.

The unemployment average is 10.3 percent and is expected to remain consistent even with the labor force growth. This group of unemployed will require educational and vocational training to make them competitive. The college can focus its assessment and counseling skills towards meeting their needs and place each individual into an educational plan.

After correlating and combining all data for validity, the occupations with the highest demand in the Porterville College community can be found on Table 6. A significant number of selected respondent employers in the community have submitted data which points to the need for employees to have skills and/or experience related to the occupations on Table 6.

The consultant, Dick Whiteman, recommended Porterville College look carefully at the needs for maintenance technician, small business, agri-mechanic, and LVN to RN. The consultant expressed concern about agriculture and machinist. He noted these programs in community colleges are closing throughout the state due to lack of student interest. Both agriculture and machining are expensive programs to start and maintain. He also noted these programs are provided at both colleges on each side of us and felt it would be unwise to compete with them for students in questionable program areas.

Mr. Whiteman suggested we look for state funding to address the maintenance tech program needs. This program could bring in the environmental technician and electronic technician needs as well.

All of the occupations in the top quartile are offered at Porterville College or will be offered in the next two years except for maintenance mechanic and machinist/machine tool operator. The educational agencies in the area should look at the top two quartiles and plan programs which provide skilled employees to meet those needs.

The employers, on the other hand, must collaborate with the educational agencies to assist them in meeting these needs. Occupational education at Porterville College may need additional financing, human resources, equipment and facilities to provide the additional training suggested by this study.

As mentioned, all of the occupations listed on Table 6 are presently being offered by the college except for two; however, the number of skilled graduates completing programs each year in several programs are minute. Consideration of these constraints must be studied.

As the college and community begin to plan for the future, the needs of the employment community outlined in this study will be seriously considered and addressed.

BIBLIOGRAPHY

Cross, Patricia K., "Two Scenarios for High Education's Future," American Association for Higher Education, Vol. 23, No. 1 (September 1980), pp. 1-5.

Dale, Dorothy, Needs Assessment for Vocational Program, V.O.C.E.S., Vocational Education Studies Southern Illinois University, Carbondale, Illinois, 1979.

Kennecke, Larry J., Dennis C. Nystrom, and Ronald W. Stadt, Planning and Organizing Career Curricula, 1st ed., Howard W. Sam & Co., Indianapolis, 1973.

Lamar, Carl 5. (ed.), Comprehensive Planning for Vocational Education, American Vocational Association, Arlington, 1978.

McCabe, Melaine C., "Predictions for Higher Education in 1983," Higher Education Daily, January 1983.

Mehallis, Mantha V., The Employer Needs Assessment—Broward County, Broward Community College, Fort Lauderdale, Florida, 1978.

Muraski, Ed J., "A Needs Assessment to Determine Employment Needs in Monroe Co., Florida," E.R.I.C. ED 223 272, 1983.

Muraski, Ed J., "An Employer Needs Assessment For Vocational Education at Palomar Community College District," E.R.I.C. ED 258633, May 1984.

Naumer, Jan N. and Ed J. Muraski, "The Comprehensive Development Plan," from an unpublished 1990 Funded Title III Project for Porterville College, 1990.

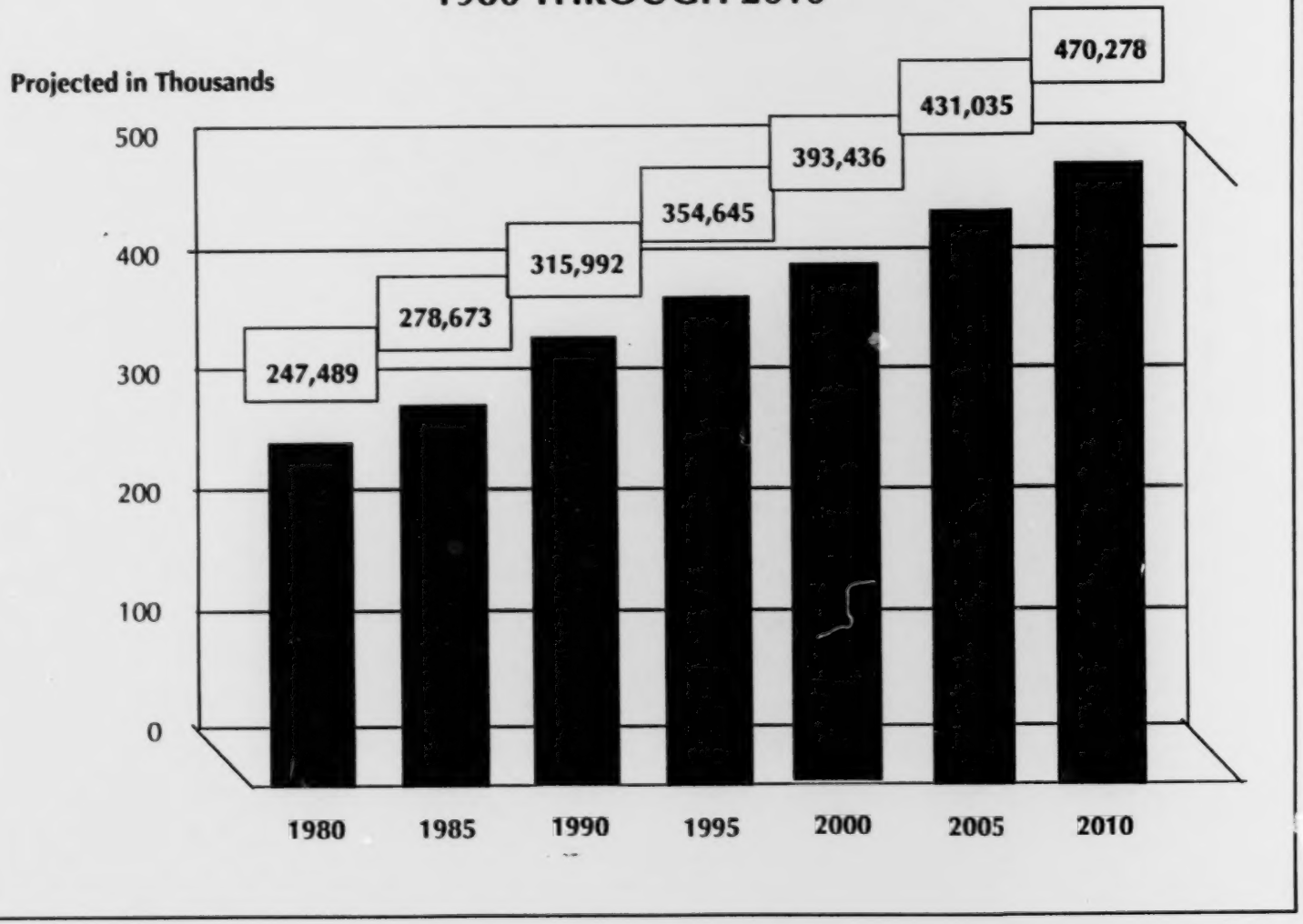
Patterson, Jerry L. and Theodore J. Czajkowski, District Needs Assessment: One Avenue to Program Improvement, Phi Delta Kappan Vol. 58, No. 4 (December 1976), pp. 327-329.

Staff, Chancellor's Office, California Community Colleges, California State Plan for Carl D. Perkins, Vocational and Applied Technology Education Act Funds 1991-1994, Sacramento, 1991.

Strong, Merle E., Melvin L. Barlow and Others, The Philosophy for Quality Vocational Education Programs, American Vocational Association, Washington, D.C., 1974.

APPENDICES

PROJECTED TULARE COUNTY POPULATION
1980 THROUGH 2010



WAGE AND SALARY EMPLOYMENT TRENDS AND OUTLOOK

WAGE AND SALARY EMPLOYMENT
TULARE COUNTY – ANNUAL AVERAGES
1986 THROUGH 1989

INDUSTRIES	1986	Percent Change 1986-87	1987	Percent Change 1987-88	1988	Percent Change 1988-89	1989
All Industries-Total	100,275	+7.0	107,325	+ 2.9	110,475	+1.5	112,150
Agriculture-Total	27,975	+6.3	25,750	+ 2.5	30,500	+1.6	31,000
Agriculture Production	13,925	+7.4	14,950	+ 2.0	15,250	+2.3	15,600
Agriculture Services	14,050	+5.3	14,800	+ 3.0	15,250	+1.0	15,400
Nonagriculture-Total	72,300	+7.3	77,575	+ 3.1	79,975	+1.5	81,150
Mining	0		0		0		0
Construction	3,425	+6.6	3,650	+ 2.7	3,750	+1.3	3,800
Manufacturing	10,925	+4.1	11,375	+1.8	11,575	+1.1	11,700
Nondurable	5,850	+6.0	6,200	+2.8	6,375	+1.6	6,475
Durable	5,075	+2.0	5,175	+4.8	5,200	+0.5	5,225
Transportation and Public Utilities	4,250	+4.7	4,450	+1.1	4,500	+1.1	4,550
Wholesale Trade	4,475	+ 11.7	5,000	+6.0	5,300	+3.8	5,500
Retail Trade	15,075	+ 3.8	15,650	+ 2.9	16,100	+1.2	16,300
Finance, Insurance, and Real Estate	2,500	+ 4.0	2,600	+ 3.8	2,700	0.0	2,700
Services	13,650	+ 11.0	15,150	+ 4.0	15,750	+1.6	16,000
Government	18,000	+ 9.4	19,700	+ 3.0	20,300	+1.5	20,600

Appendix C

PORTERVILLE COLLEGE
KERN COMMUNITY COLLEGE DISTRICT
900 South Main Street • Porterville, California 93257 • (209) 781-3130

June

Dear

Porterville College provides many vocational programs designed to prepare individuals for employment in the companies throughout the community.

In order to determine the need for new programs, the revision of existing programs, and the need for retraining, it is very important to have your suggestions and recommendations. We are requesting that you complete the enclosed survey which can be completed in approximately ten minutes. The success of the Needs Assessment depends upon your response, especially since we are using a sample of companies rather than all companies.

Please take a few moments to help us help you in the future.

Sincerely,

Paul D. Alcantra

Dr. Paul D. Alcantra, President
Porterville College

Enclosure

PLEASE NOTE! KINDLY RETURN THE SURVEY FORM TO DR. ED MURASKI BY JULY 20, 1990.

PORTERVILLE COLLEGE
EMPLOYER ASSESSMENT SURVEY

DIRECTIONS: Please fill in the blanks and answer the questions as accurately as possible. Upon completion please return the questionnaire as noted on second page.

1. Name of person completing survey: _____

2. Title:_____ 3. Phone_____

4. Company Name:_____

5. Company Address:_____

6. Total Number of Employees in the Company:
(Note: Write in the number and darken in the corresponding number below)

7. Please give the main purpose of your company; such as small business, sales, manufacturing, health care equipment, auto repair, agriculture--orange groves, hotel-motel, restaurant, etc.

_____

_____

8. Please list Job Titles of Your Employees:	Number Presently Employed	Need in Five Years:
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

PORTERVILLE COLLEGE
EMPLOYER ASSESSMENT SURVEY

Below is a list of the combined programs currently offered by Porterville College and those being considered by the college. Look at all the programs first and then rank them according to their importance to your employment needs. Remember to grade only those programs that apply to your own business. In addition, add any programs you feel we should consider in the next five years and how many employees you would hire from that program.

Fill in either bubble: 1 - Low; 2 - Medium; 3 - High.

1 2 3 ACCOUNTING/BOOKKEEPING	1 2 3 HUMAN SERVICES TECHNICIAN
1 2 3 ADMIN OF JUSTICE/CRIMINOLOGY	1 2 3 INDUSTRIAL ARTS
1 2 3 AGRICULTURE	1 2 3 INDUSTRIAL TECHNOLOGIST
1 2 3 AGRI/BUSINESS (SALES SERVICE)	1 2 3 JOURNALISM
1 2 3 AGRICULTURE MECHANICS	1 2 3 LEGAL ASSISTANT
1 2 3 APPRENTICESHIP	1 2 3 LIVESTOCK MANAGEMENT
1 2 3 ARCHITECTURAL ASSISTANT	1 2 3 MACHINE TOOL OPERATOR
1 2 3 AUTO BODY REPAIR	1 2 3 MACHINIST
1 2 3 AUTO MECHANIC/REPAIR	1 2 3 MANAGER/SUPERVISOR
1 2 3 AUTO PARTS/COUNTER PERSON	1 2 3 MANUFACTURING SPECIALIST TECHNICIAN
1 2 3 BANKING AND FINANCE	1 2 3 MARKETING/DISTRIBUTION
1 2 3 BUSINESS GENERAL/ADMINISTRATION	1 2 3 NUCLEAR MEDICINE
1 2 3 CABINET MAKING	1 2 3 NURSING - (LVN)
1 2 3 CARPENTRY	1 2 3 OPERATING ROOM TECHNICIAN
1 2 3 CERTIFIED FINANCIAL PLANNER	1 2 3 PHOTOGRAPHY
1 2 3 CHILD DEVELOPMENT	1 2 3 PHYSICAL THERAPY TECHNICIAN ASSISTANT
1 2 3 COMMERCIAL ART	1 2 3 PSYCIATRIC TECHNICIAN
1 2 3 COMMERCIAL PILOT	1 2 3 REAL ESTATE BROKER
1 2 3 COMPUTER ASSISTED DRAFTING/DESIGN (CADD)	1 2 3 REAL ESTATE SALES
1 2 3 COMPUTER SCIENCE/COMPUTER INFORMATION PROCESSING	1 2 3 REFRIGERATION TECHNICIAN
1 2 3 CONSTRUCTION TECHNOLOGY/TRADES	1 2 3 SECURITY
1 2 3 CONSUMER/HOMEMAKING	1 2 3 SMALL BUSINESS ASSISTANT/MANAGER
1 2 3 COSMETOLOGISTS	1 2 3 TRAVEL SERVICE MANAGER/ASSISTANT
1 2 3 DENTAL AND MEDICAL ASSISTING	1 2 3 TRUCK DRIVING
1 2 3 DRAFTING	1 2 3 WELDING TECHNICIAN
1 2 3 EDUCATION AIDE	1 2 3 X-RAY TECHNICIAN
1 2 3 ELECTRONICS TECHNICIAN	
1 2 3 EMERGENCY MEDICAL TECHNICIAN	Other Areas to Consider: No. Employees
1 2 3 ENGINEERING TECHNICIAN	_____ _____
1 2 3 ENVIRONMENTAL TECHNICIAN	_____ _____
1 2 3 EQUINE TECHNOLOGY (HORSE PRODUCTION)	_____ _____
1 2 3 FIRE FIGHTING	_____ _____
1 2 3 HEALTH FITNESS CENTER TRAINER/MANAGER	_____ _____
1 2 3 HEALTH (TECHNICIAN) SERVICES	_____ _____
1 2 3 HEAVY EQUIPMENT OPERATOR	_____ _____
1 2 3 HOLISTIC HEALTH TECHNICIAN	_____ _____

PLEASE RETURN IN THE ENCLOSED SELF-ADDRESSED ENVELOPE TO:

DR. ED J. MURASKI
DEAN OF INSTRUCTION
PORTERVILLE COLLEGE
900 SOUTH MAIN STREET
PORTERVILLE CA 93257

BEST COPY AVAILABLE

Appendix D

MANUFACTURING EMPLOYMENT

Name of Company	Employment	Type of Product
BECKMAN INSTRUMENTS	324	Printed circuit boards for medical and bio-anchlytical instrumentations
BOTANICAL PRODUCTS, INC.	2.5	Yucca Health Products
CATALINA SPORTSWEAR	125	Ladies sports apparel
DEWTEK CORPORATION	9	Custom production of rotationally molded parts (bin and liners)
DOUBLE L MANUFACTURING, INC.	5	Fiberglass parts for aircraft
HARRISON AND HARRISON	8	Filters and adapters for the photography industry
HAYS METAL SPINNING	5	
GRIDLEY MACHINE COMPANY, INC.	3	Precision machine components
JOSTEN'S, INC.	240	School announcements and awards
M. C. NOTTINGHAM COMPANY OF CALIFORNIA	13	Plastic septic tanks
MILLER EQUIPMENT DIVISION WGM SAFETY CORP.	19	Safety equipment
NATIONAL VITAMIN	80	Vitamins
POPE AND TALBOT, INC.	78	Disposable diapers
REES, INC.	21	Screw machine products
RITE GRINDING COMPANY	56	Machine components
ROYALTY CARPET MILLS	209+	Carpet yarn
SIERRA FOREST PRODUCTS	223	Lumber and forest humus
SIERRA POWER	16	7 1/2 Megawatt power plant
SILVERBOW HONEY COMPANY	5	Honey
THE STANDARD REGISTER COMPANY	133	Business forms
VOI-SHAN DIVISION OF VSI CORPORATION	150	Aerospace fasteners
WATER SPECIALTIES, INC.	44	Propeller water meters

OTHER MAJOR EMPLOYMENT

Name of Company	Employment	Type of Product
CALIFORNIA CONSERVATION CORPS	78	Training and public service
KTIP A.M./K100 F.M. RADIO	14	Radio broadcasting
MONTGOMERY WARD	65	Retail sales
CITY OF PORTERVILLE	185	City service
PORTERVILLE COLLEGE	234	Education
PORTERVILLE DEVELOPMENTAL CENTER	1900	Treatment of developmentally disabled
PORTERVILLE PUBLIC SCHOOLS	950	Education
PORTERVILLE RECORDER	50	Newspaper publisher
SEQUOIA NATIONAL FOREST HEADQUARTERS	300	U. S. Forest Service
SIERRA VIEW DISTRICT HOSPITAL	450	General hospital
SUNKIST GROWERS, INC.		Orange juice processing
YOUNG'S COMMERCIAL TRANSFER, INC.	90	Trucking

Appendix E

The following employers were sent questionnaires. Asterisks (*) by names indicate a returned questionnaire.

Teresa Jackson
Beckman Instruments*
167 W. Poplar Ave
Porterville, CA 93257

Botanical Products*
1893 S. Newcomb
Porterville, CA 93257

Rosemary Hernandez
Catalina Sportswear*
580 S. Jaye Street
Porterville, CA 93257

Dewtek Corporation*
1870 S. Wildcat Way
Porterville, CA 93257

Double L. Manufacturing Inc.
1900 South Newcomb Street
Porterville, CA 93257

Harrison and Harrison*
677 North Plano
Porterville, CA 93257

Hays Metal Spinning*
190 South D Street
Porterville, CA 93257

Gridley Machine Company Inc.*
2000 W. Hope Ave.
Porterville, CA 93257

Don Sowers
Josten's Inc.*
P.O. Box 849
Porterville, CA 93258

M.C. Nottingham Company of California
1320 West Hope Ave.
Porterville, CA 93257

Miller Equipment Division WGM Safety Corporation*
621 S.E. Street
Porterville, CA 93257

National Vitamin
P.O. Box 431
Porterville, CA 93257

Rees Inc.*
1849 South Thunderbolt Drive
Porterville, CA 93257

Rite Grinding Company*
1900-A South Newcomb Street
Porterville, CA 93257

Royalty Carpet Mills
600 South E Street
Porterville, CA 93257

Kent Duysen
Sierra Forest Products*
P.O. Box 60
Terra Bella, CA 93270

Sierra Power
P.O. Box 60
Terra Bella, CA 93270

The Standard Register Company*
90 W. Poplar Ave.
Porterville, CA 93257

Bobbie Wilson
Voi-Shan Division of VSI Corporation*
914 West Pioneer
Porterville, CA 93257

Water Specialties Inc.*
191 West Poplar Ave.
Porterville, CA 93257

California Conservation Corps*
1406 South Hillcrest
Porterville, CA 93257

KTIP A.M./K100 F.M. Radio
P.O. Box 1450
Porterville, CA 93257

City of Porterville*
P.O.Box 432
Porterville, CA 93257

Montgomery Ward*
825 West Henderson Ave.
Porterville, CA 93257

Porterville Developmental Center*
26501 Ave. 140
Porterville, CA 93257

Porterville Public Schools
589 West Vine Ave.
Porterville, CA 93257

Porterville Recorder*
P.O.Box 151
Porterville, CA 93257

Sequoia National Forest Headquarters*
900 West Grand Ave.
Porterville, CA 93257

Sierra View District Hospital*
465 West Putnam Ave.
Porterville, CA 93257

Sunkist Growers Inc.*
P.O. Box 119
Tipton, CA 93272

Young's Commercial Transfer Inc.*
44 South Lotas
Porterville, CA 93257

Brown and Neuman
415 N. Redington
Hanford, CA 93230

Robert J. Faticia Accountancy Corporation
2208 W. Sunnyside Ave.
Visalia, CA 93277

Bill McKinley
Certified Public Accountant*
108 East Mill Ave.
Porterville, CA 93257

Abbott's Spacer Plates and Auto Parts*
945 East Lacey Boulevard
Hanford, CA 93230

Bob Williams Chevrolet
E Street and Follett
Lemoore, CA 93245

Laton Auto Parts
21007 South Fowler Ave.
Laton, CA 93242

Smith Auto Parts*
153 South "K" Street
Dinuba, CA 93618

Stratford Auto Supply
20317 Main Street
Stratford, CA 93266

Center Auto Parts
809 East Center
Visalia, CA 93277

Valley VW Imports*
630 N. Sunnyside
Porterville, CA 93257

Will Tiesiera Ford and Mercury
300 South K Street
Tulare, CA 93274

Bank of America*
232 North Valencia Boulevard
Woodlake, CA 93286

Bank of the Sierra
142 South Mirage
Lindsay, CA 93247

Wells Fargo Bank*
259 North Main Street
Porterville, CA 93257

Citizens National Bank
832 South Tower Square
Tulare, CA 93274

Executive Programming Inc.
515 West Center
Visalia, CA 93277

Oakley Company Financial Planning*
341 North "D" Street
Porterville, CA 93257

ITT Financial Services
3106 South Mooney Boulevard
Visalia, CA 93277

I.D.S. Financial Services Inc.
4430 West Mineral King Ave.
Visalia, CA 93277

Kaweah Company
1805 South Mooney Boulevard
Visalia, CA 93277

Mel Goguey
4-Way Holly Farms
48 South Doree
Porterville, CA 93257

Allen Redmon
Allen's Boots and Saddle Shop
700 West Olive Ave.
Porterville, CA 93257

Clarence Baggett
Baggett's Stationery
1331 West Olive Ave.
Porterville, CA 93257

Terrence L. Brown
1897 West Tomah
Porterville, CA 93257

Joe Ruiz
California Federal Bank*
186 North "D" Street
Porterville, CA 93257

Wayne Foltz
Dole Nut Company*
P.O. Box 1089
Terra Bella, CA 93270

Michael MacDonald
Frame of Mind
76 East Oak Ave.
Porterville, CA 93257

Bob Duncan
Fred's Television and Vidio
758 West Olive Ave.
Porterville, CA 93257

Donna Newkirk
Fruit Growers Supply Company*
583 South Main Street
Porterville, CA 93257

Roy Hall
22740 Ave. 178
Porterville, CA 93257

Dr. Eung Huh
396 West Putnam Ave.
Porterville, CA 93257

Michael Just
Just In Time*
767 Porter Road-Suite C
Porterville, CA 93257

Dr. J. Myron Lord
229 West Cherry Ave.
Porterville, CA 93257

Sharon Hall
Olympic Gym
708 West Olive Ave.
Porterville, CA 93257

John McHenry
Points Glass*
1580 West Olive Ave.
Porterville, CA 93257

John Bell
Wal-Mart*
702 S.W. Eight
Bentonville, AR 72711

Ed Wood
Porterville Aviation Inc.*
P.O. Box 8251
Porterville, CA 93258

Dean Craig
Porterville Electric*
334 South Main Street
Porterville, CA 93257

Joe Newsom
Rite Grinding Inc.*
1900-A South Newcomb Street
Porterville, CA 93257

Dr. Nicasio Sarabia*
590 West Putnam Ave.-Suite 3
Porterville, CA 93257

Dick Hatfield
Southern California Edison*
375 North Main Street
Porterville, CA 93257

Joe Capela
Standard Register Company
90 West Polar
Porterville, CA 93257

George and Raynelle Silva
Tribune Lithographics
P.O. Box 110
Porterville, CA 93257

Lorenzo Ybarra
Tri-Valley Fire Equipment Company
19091 Ave. 150
Porterville, CA 93257

Doug and Cheryl Sippel
TSS Company*
189 North Villa Street-Suite A
Porterville, CA 93257

Dr. Oscar L. Velasco
560 West Putnam Ave. - Suite 5
Porterville, CA 93257

Jeff Schwin
Vermay Corporation*
P.O. Box 990
Porterville, CA 93257

Financial Fundamentals
3120 West Main Street
Visalia, CA 93277

Financial Independence Planning Group*
333 West Shaw Ave.
Fresno, CA 03704

Irene Morse
2348 West Whitendale Ave.
Visalia, CA 93277

J. Mitchel Smith
J. Mitchel Smith Associates
208 North Jacob
Visalia, CA 93277

Fireside Thrift Company
3100 South Mooney Boulevard
Visalia, CA 93291

Household Finance Corporation*
207 North Main Street
Porterville, CA 93257

Delta Air Lines Air Cargo Service*
2401 North Ashley Way
Fresno, CA 93727

Ray's Aircraft Service
Porterville Municipal Airport*
Porterville, CA 93257

Daughtery Travel *
117 North Douty
Hanford, CA 93230

Lewis Travel Service
506 West Main Street
Visalia, CA 93277

Penland Helicopter Repair Inc.
23260 Ave. 104
Terra Bella, CA 93270

Hanford Municipal Airport*
954 East Hanford-Armona Road
Hanford, CA 93230

Wings West Airlines*
9500 West Airport Drive
Visalia, CA 93277

Valley Information Systems Inc.
8020 West Doe Ave.
Visalia, CA 93277

Mid-State Office Systems Inc.
1004 North Van Ness Ave.
Fresno, CA 93728

Green M and Company
Data Processing Division
308 South M Street
Tulare, CA 93274

Lyzenga Enterprises
632 West Grand Ave.
Porterville, CA 93257

California Compuforms*
1640 West Mineral King Ave.
Visalia, CA 93291

G.L. Snowden School*
301 South Farmersville Boulevard
Farmersville, CA 93223

Outside Creek School*
26452 Road 164
Visalia, CA 93291

San Joaquin Valley College
8400 West Mineral King Ave.
Visalia, CA 93291

CSET
136 North M Street
Tulare, CA 93274

QUAD Consultants*
5110 West Cypress Ave.
Visalia, CA 93277

The Twining Labs Inc.*
9401 West Goshen Ave.
Visalia, CA 93291

Zumwalt Hansen and Associates
609 North Irwin
Hanford, CA 93230

Dinuba Sentinel
145 South L Street
Dinuba, CA 93618

Lance Bowen Graphics
1529 Wren Drive
Visalia, CA 93291

Sutter Creek Advertising Inc.
1727 Janelli Court
Visalia, CA 93291

Davis Advertising*
325 North 1st Street
Fresno, CA 93702

Entertainment Electronics
347 West Olive Ave.
Porterville, CA 93257

Sound Stage
1615 North Blackstone Ave.
Fresno, CA 93710

Isham Lynch and Aldredge
3120 West Main Street
Visalia, CA 93291

Bourdette, Benjamin and Weill
Attorneys at Law*
1606 West Mineral King Ave.
Visalia, CA 93291

Dale J. Hatherly Attorney At Law
429 North Redington
Hanford, CA 93230

Helon and Manfredo*
1318 East Shaw Ave.
Fresno, CA 93710

Michael J. Lampe
Michael J. Lampe Attorney at Law
132 South N Street
Tulare, CA 93274

Randall C. Lyon
Randall C. Lyon Law Offices
2929 West Main Street
Visalia, CA 93291

Thomas Marple
Thomas Marple Law Offices
668 West Shaw Ave.
Fresno, CA 93704

Paden, Conn and Sullivan*
225 West Oak Ave.
Visalia, CA 93291

Olive Growers Council*
121 E. Main Street
Visalia, CA 93291

Mervyn's Department Store*
3231 South Mooney Boulevard
Visalia, CA 93291

Sears Roebuck and Company
3501 South Mooney Boulevard
Visalia, CA 93291

Target Stores*
3434 South Mooney Boulevard
Visalia, CA 93291

CEO
Aliance Real Estate
3282 South Mooney Boulevard
Visalia, CA 93291

Art Azevedo
Art Azevedo Real Estate
980 Hanford
Hanford, CA 93230

Century 21 West Valley
Properties*
229 North Douty
Hanford, CA 93230

Coldwell Banker Allied Realtors
920 South Mooney Boulevard
Visalia, CA 93291

Cowin and Associated Realty
2150 Tulare
Fresno, CA 93706

Davis Real Estate and Insurance*
520 Lincoln Ave.
Dinuba, CA 93618

Clyde Ferrell
428 South Plano
Porterville, CA 93257

Ted Gamby*
Ted Gamby Real Estate
109 West 7th
Hanford, CA 93230

Will Hansen
Will Hansen Realty
618 North Main Street
Porterville, CA 93257

Humason Real Estate*
324 North Irwin
Hanford, CA 93230

Leo Kirchmeier
Leo Kirchmeier Leo Realtor
1718 South Fairway Ave.
Visalia, CA 93277

The Lakes*
1605 North Akers Road
Visalia, CA 93277

J.L. Phil Philippe
J.L. Phil Philippe Realtor*
P.O. Box 1031
Visalia, CA 93277

The Property Place
2420 West Kevin Lane
Visalia, CA 93257

Dale Ransdell
Real Estate Offices of Dale
Ransdell
314 North Irwin
Hanford, CA 93230

Sierra Company Realtors*
317 West Henderson
Porterville, CA 93257

American Property Analysts
120 North L Street
Tulare, CA 93275

Westpark Homes
2013 West Cricklewood Circle
Porterville, CA 93257

Thomas P. Boyer
Thomas P. Boyer Realty*
2918 West Main Street
Visalia, CA 93291

Alpha Realty
2333 West Whitendale Ave.
Visalia, CA 93291

Richard W. Hopper
Richard W. Hopper Realtor*
2918 West Main Street
Visalia, CA 93291

Hovel Appraisal Service
401 West 7th Street
Hanford, CA 93230

Jack E. Letsinger
Jack E. Letsinger Appraiser*
525 North Main Street
Porterville, CA 93257

Dunbar-Tessman Company Inc.
2929 West Main Street
Visalia, CA 93291

Ted Gamby
Ted Gamby Real Estate
358 West D Street
Lemoore, CA 93230

Peter S. Manuele
Peter S. Manuele Realtor
P.O. Box 3719
Visalia, CA 93277

Craig Smith
Craig Smith Realty
211 East Court Ave.
Pixley, CA 932

Heritage Builders
1336 West Davis
Hanford, CA 93230

Jordan-Link and Company
Better Homes & Gardens Real
Estate Service
1525 South Mooney Boulevard
Visalia, CA 93291

R. G. Property Management
2626 South Mooney Boulevard
Visalia, CA 93291

Tyrrell Management Company
641 South Plano
Porterville, CA 93257

Brentwood Estates-Rental Homes
1581 Sandalwood Ave.
Tulare, CA 93275

Haden Company Inc.*
East Tulare and North J Streets
Dinuba, CA 93618

Homes For Rent*
467 North Main Street
Porterville, CA 93257

The Rental Company
240 West Caldwell Ave.
Visalia, CA 93291

Anthony Schools
5624 North Blackstone Ave.
Fresno, CA 93701

Education and Sales Training Unlimited
900 West Main Street
Visalia, CA 93291

Visalia Legal Typing Service
625 West Murray
Visalia, CA 93277

Donna's Girl-Friday Office Service
625 West Inyo Ave.
Tulare, CA 93274

Marilyn's Typing and Secretarial Services*
810 South Pinkham Road
Visalia, CA 93291

Ray and Alice Seal
Allstate Insurance*
177 West Henderson Ave.
Porterville, CA 93257

Willis Baker
W. E. Baker Inc.
1517 East Olive Ave.
Porterville, CA 93257

Callison Towing
431 West Poplar
Porterville, CA 93257

J. Coleman*
540 West Olive Ave.
Porterville, CA 93257

Michael A. Congdon
Congdon and Company*
821 West Morton Ave., Suite A
Porterville, CA 93257

Dr. Dale J. Cox*
198 West Cherry Ave.
Porterville, CA 93257

Gail Craig*
639-A North Main Street
Porterville, CA 93257

Stephen F. Marino
Dino's International Trading Company
159 North Main Street
Porterville, CA 93257

Dan Figueroa
Figueroa's Mens Wear
148 North Main Street
Porterville, CA 93257

Don and Rebecca Kardash
The Fish Net*
1521 West Olive Ave.
Porterville, CA 93257

Bob Griswold
Griswold Insurance Agency*
89 East Mill Ave.
Porterville, CA 93257

Dr. Jeff Scheer
Henderson Veterinary Hospital*
238 West Henderson Ave.
Porterville, CA 93257

Shirley Gemmell
Heritage Real Estate
347 North D Street
Porterville, CA 93257

Larry Kennedy
Kennedy's Sweeping Service
10425 Road 240
Terra Bella, CA 93270

Geary Austin
Leffingwell Ag Sales Company*
P.O. Box 258
Terra Bella, CA 93270

Ted Goode
Movin' Pictures
188 West Olive Ave.
Porterville, CA 93257

Jim Sims
Pizza Hut*
897 West Henderson Ave.
Porterville, CA 93257

Dean Craig
Porterville Electric
334 South Main Street
Porterville, CA 93257

Irene Beristain
Professional Property Management*
639 North Main Street, Suite B
Porterville, CA 93257

Jim Pate
Save Mart Supermarket No. 45*
900 West Henderson Ave.
Porterville, CA 93257

James S. Winton
R. L. Schafer and Associates*
P.O. Box 1388
Porterville, CA 93257

Patrick Lincoln
Security Pacific National Bank*
P.O. Box 311
Porterville, CA 93257

Sequoia Professional Service Corporation*
590 West Putnam Ave., Suite 2C
Porterville, CA 93257

Gene Ross
Sequoia Rock Company
P.O. Box 3026
Visalia, CA 93277

Steve Boswell
Smart and Final Iris Company*
1289 West Olive Olive Ave.
Porterville, CA 93257

Gilbert Ynigues
Smith's Flower Shop*
55 North D Street
Porterville, CA 93257

Harvey Pemelton
Southern California Gas*
P.O. Box 591
Visalia, CA 93277

Mary Kay Thompson
Thompson's Floor Covering
591 West Olive Ave.
Porterville, CA 93257

Ernie Hernandez
Tulare County United Way*
600 West Acequia, Suite C
Visalia, CA 93277

Debbie Acevedo
Village Inn*
910 West Olive Ave.
Porterville, CA 93257

Larry and Marty McCormick
The Yellow Rose
920 West Henderson Ave.
Porterville, CA 93257

Dr. Frederick R. Young*
198 West Cherry
Porterville, CA 93257

Yuet Sue
Yuet Sue Tea House
520 West Olive Ave.
Porterville, CA 93257

Carol Willis
KCLQ
6165 Highway 198
Hanford, CA 93230

KSEQ 97-FM
617 West Tulare Ave.
Visalia, CA 93291

Barney Richardson
Pashayan Congress Committee*
164 North D Street, Suite 1
Porterville, CA 93257

Santi Rogers
Porterville Developmental Center
P.O. Box 2000
Porterville, CA 93257

Ann Konda
Alternative Service*
P.O. Box 1805
Porterville, Ca 93258

Dick Neece
Baird-Neece Packing Corporation
P.O. Box 791
Porterville, CA 93258

Larry Catalina
Catalina Investments
238 North Main Street
Porterville, CA 93257

Joey Becker
Cellular One
199 Skyraider Ave.-NAS
Lemoore, CA 93245

Jim Rauber
Chicago Title Insurance
Company*
P.O. Box 1309
Porterville, CA 93258

Lee Boland
Electric-Man*
P.O. Box 215
Porterville, CA 93258

James E. Haddad
H and R Block
141 North Main Street
Porterville, CA 93257

Larry and Letty Cotta
Hanson Travel Ideas*
311-C North Second Street
Porterville, CA 93257

Arthur and Maxine Hodgson
348 West Grand Ave.
Porterville, CA 93257

George Kelley
Kelley's Marine
1091 West Linda Vista, Suite A
Porterville, CA 93257

Elida Guzman
Mar-Liz Teen Scene
115 North Main Street
Porterville, CA 93257

Montie Montana, Jr.
P.O. Box 1060
Porterville, CA 93258

Robert Kunert
Porterville Citrus Association*
142 West Olive Ave.
Porterville, CA 93257

Pat and Gene Price
Porterville Sign Company
1137 West Putnam Ave.
Porterville, CA 93257

Jack Kaplan
P.O.S.T.*
472 West Olive Ave.
Porterville, CA 93257

Becky Cameron
Quota Club of Porterville
P.O. Box 2247
Porterville, CA 93258

Roscoe's Discount Tires
921 West Olive Ave.
Porterville, CA 93257

Leroy Rohrbach
Smith's Drug Store*
69 West Willow
Porterville, CA 93257

Dr. Don Stover*
560 West Putnam Ave., Suite 7
Porterville, CA 93257

Richard Zens
Sunrise Handy Market
333 West Henderson Ave.
Porterville, CA 93257

Ruth A. Johnson
Valley Furniture and Appliance*
21058 Ave. 152
Porterville, CA 93257

Wayne and Cynthia Ross
Valley Pure Water Conditioning
187 North Westwood
Porterville, CA 93257

Dr. Malcolm E. Wagner
590 West Putnam Ave.
Porterville, CA 93257

Glenn and Martha Walton
Walton Family Moving and
Storage*
540 East Date
Porterville, CA 93257

Jeff O. Yurosek
Yurosek Realty
333 North Main Street, Suite A
Porterville, CA 93257

Dinuba Chamber of Commerce*
162 East Tulare Street
Dinuba, CA 93618

Delano Equipment*
710 South High Street
Delano, CA 93215

Markeith Construction Inc.
2478 North Marks Ave.
Fresno, CA 93706

Lawrence Rental Associates*
2529 East Main Street
Visalia, CA 93291

Basic Industries
Highway 99 and Ave. 129
Pixley, CA 93256

Britz Fertilizers Inc.
12498 - 11th Ave.
Hanford, CA 93230

Leffingwell Ag Sales Company*
32889 Road 159
Ivanhoe, CA 93235

Merck and Company Inc.*
P.O. Box 2707
Visalia, CA 93277

Moore Ag Products Company*
11521 Excelsior Ave.
Hanford, CA 93230

Pennwalt Corporation*
Ag Chem. Division
516 West Shaw Ave.
Fresno, CA 93704

ASK Enterprises Inc.*
1221 North Main Street
Porterville, CA 93257

Actagro Inc.
4222 North Motel Drive
Admin. Office-Suite 101
Fresno, CA 93722

Calvin R. Womack
Direct Sires Artificial Insemination Service
10499 91-2 Ave.
Hanford, CA 93230

Moore Jumps
1272 South Westwood
Porterville, CA 93257

St. Johns Boarding Stables*
30819 Road 144
Visalia, CA. 93292

Gary Walker
Gary Walker Training Stables
2362 North E Street
Tulare, CA 93274

Eagles-West Enterprises
32615 Ave. 176
Porterville, CA 93257

Wood-N-Horse Training & Tack & Feed
42846 North Fork Drive
Three Rivers, CA 93271

Golden Valley Inc.
1419 West Bush
Lemoore, CA 93245

Bravo Farms
34292 Road 124
Visalia, CA 93291

Colson Farms Inc.
19999 Road 96
Tulare, CA 93274

Don-Lu Farms*
21083 Ave. 144
Porterville, CA 93257

Lamanuzzi and Pantaleo
1822 North Front Road
Earlimart, CA 93219

Lewis Farms
P.O.Box 968
Reedley, CA 93654

Rio Vista Partnership
22007 Hanford-Armona Road
Lemoore, CA 93245

Davis Kiwi Gardens Inc.*
23006 Ave. 124
Porterville, CA 93257

Agnew Construction*
566 North Crawford Ave.
Dinuba, CA 93618

Evans and Evans Real Estate & Const.
308 West Oak Ave.
Visalia, CA 93291

Laubacher Construction
641 South Plano
Porterville, CA 93257

Peters Construction*
31603 Road 132
Visalia, CA 93291

Larry A. Rambaud
Larry A. Rambaud Construction
1211 North Mae Carden
Visalia, CA 93291

Arthur I. Swanson
Arthur I. Swanson Company
1984 North J Street
Tulare, CA 93274

Allbritten Plumbing Heating & Air Cond.*
8401 Doe Ave.
Visalia, CA 93277

Visalia Plumbing Company*
27398 Road 108
Visalia, CA 93291

Barnes C. Douglas Architect*
614 East Tulare Ave.
Tulare, CA 93274

Bob D. Dobson
Bob D. Dobson Architect
711 North Court
Visalia, CA 93291

Michael Kreps
Michael Kreps Architect*
303 North Church Street
Visalia, CA 93291

Warren Thompson
Thompson Architectural Group Inc.*
6790 North West Ave.
Fresno, CA 93711.

The Automotive Supply Company*
917 East Main Street
Visalia, CA 93291

Schedler's Engine Rebuilding & Supply Inc.,
Indy Auto Stores
380 West 8th Street
Hanford, CA 93230

Armey Rutter
Armey Rutter Inc.*
2684 South Cherry Ave.
Fresno, CA 93706

Bob Williams
Bob Williams Chevrolet
3 Street and Follett
Lemoore, CA 93245

Wilson's Transmission
1221 North Main Street
Porterville, CA 93257

Advanced Auto Body
1805 East Main Street
Porterville, CA 93257

Country Auto Body and Painting
805 East Main Street
Visalia, CA 93291

Galen's Custom Painting
15666 Ave. 296
Visalia, CA 93277

Malick Motors Inc.
510 East Acequia
Visalia, CA 93291

S & H Paint & Body Shop
2000 East El Monte Way
Dinuba, CA 93618

Bill Phillips
Cabinets by Bill Phillips & Son
20860 Ave. 152
Porterville, CA 93257

Colonial Cabinet Shop Inc.
1707 South Mooney Boulevard
Visalia, CA 93277

Bill Davis
12908 - 11th Ave.
Hanford, CA 93230

Craig Meadors*
237 Robert Place
Dinuba
CA, 93618 Mr. Meadors

The Ruxon Company
Graphic Design Custom Printing*
1208 West Robin Drive
Visalia, CA 9393291

Josten's Commercial Printing
Road 84 & Highway 198
Visalia, CA 93291

Gardner Graphic Design
8710 Lacey Boulevard
Hanford, CA 93230

C. Marvin Armstrong
Marvin I. Armstrong Architect*
206 West Lacey Boulevard
Hanford, CA 93230

M & M Construction
2350 East Valley Oaks Drive
Visalia, CA 93291

Mission Oaks Apartments
2001 East Cross Ave.
Tulare, CA 93274

R & R Building Contractors*
12816 Ave. 416
Orosi, CA 93647

Real Estate Development Company*
103 West Tulare Ave.
Visalia, CA 93277

New Electric Inc.
2727 North Grove Industrial Drive
Fresno, CA 93727

Staton's Electric Service*
12915 Ella Ave.
Orosi, CA 93647

Devore's Drafting*
3746 West Mineral King Ave.
Visalia, CA 93291

Manuel J. Oliveira
Manuel J. Oliveira Architect
108 1/2 East 7th Street
Hanford, CA 93230

Skylab
P.O. Box 1937
Visalia, CA 93277

David Williams
David Williams Drafting
340 West Caldwell Ave.
Visalia, CA 93277

Radio Shack
Kings Mall Shopping Center
Hanford, CA 93230

Howard E. Gregor
Rangor Inc.*
3224 West Cypress
Visalia, CA 93277

Al's Electronic Repair
943 South K Street
Tulare, CA 93274

Hybridyne Systems
1309 South Main Street
Porterville, CA 93257

Warehouse Depot
1715 East Tulare Ave.
Tulare, CA 93230

California Planning & Engineering Corp.*
2025 East Noble Ave.
Visalia, CA 93277

Emcotek Corporation
82250 Doe Ave.
Visalia, CA 93277

Michael D. Smith
2348 West Whitendale Ave.
Visalia, CA 93291

Hal Crumly
Hal Crumly Inc.
35592 Road 206
Woodlake, CA 93286

Johnson Refrigeration
1085 East El Monte Way
Dinuba, CA 93618

Thompson Refrigeration
1601 South O Street
Tulare, CA 93274

Pameco-Aire
435 North Burke
Visalia, CA 93291

Deans Appliance Sales & Service*
715 South Bridge
Visalia, CA 93277

Driskell's Appliances
509 West 7th Street
Hanford, CA 93230

ADC Inc.
3826 South Mooney Boulevard
Visalia, CA 93277

Monache High School*
960 North Newcomb Street
Porterville, CA 93257

Grace Lutheran School
1111 South Conyer
Visalia, CA 93293277

Outside Creek School
26452 Road 164
Visalia, CA 93291

Pinkerton Packing
12880 Ave. 388
Cutler, CA 93615

Tulare County Fruit Exchange*
81 West Putnam Ave.
Porterville, CA 93257

Aerial Photometrics*
5665 East Westover Ave.
Fresno, CA 92603

Nick Buratovich
Nick Buratovich Photography
665 East Nebraska Ave.
Dinuba, CA 93618

Eskridge Photography
2201 West School Ave.
Porterville, CA 93257

Kenneth R. Bryan
Kenneth R. Bryan Company
P.O. Box 3253
Visalia, CA 93278

Galante Excavation
2320 East Noble Ave.
Visalia, CA 93277

Gary's Backhoe Service
286 North Pepper
Woodlake, CA 93286

Hofmar Engineering &
Construction Inc.
21346 Road 140
Tulare, CA 93274

Linda D. Lowe
Linda D. Lowe Gen. Engineering
Contr.
30575 Road 68
Goshen, CA 93227

Simon Brothers Inc.
1606 East Goshen Ave.
Visalia, CA 93291

Valley Excavator Rentals
1751 Tollhouse Lane
Clovis, CA 93612

Wood Brothers Inc.
14147 - 18th Ave.
Lemoore, CA 93245

B. S. & E. Company Inc.
1924 East Main Street
Visalia, CA 93291

Mid-State Scaffolding Inc.
186 Quantico Ave.
Bakersfield, CA 93307

Garcia Manufacturing*
14097 Ave. 272
Visalia, CA 93272

B & L Steel
625 West Inyo Ave.
Tulare, CA 93274

Gardner's Machine Shop*
2500 East Tulare Ave.
Tulare, CA 93274

Morgan & Slates Manuf. & Supply
Inc.
12600 - 10th Ave.
Hanford, CA 93230

Olivas Tool Manufacturing
3350 West Sussex Way, Suite 101
Fresno, CA 93727

Reversible Disc Plow Works
2013 South K Street
Tulare, CA 93274

Swanson's Hydraulic Machine
Shop
16950 Road 112
Tipton, CA 93272

ABF Freight System Inc.
330 South Teilman Ave.
Fresno, CA 93706

Arnold Trucking*
40792 Road 128
Cutler, CA 93615

Randy Barnett
Randy Barnett Custom Harvesting
25001 Road 164
Visalia, CA 93291

Bear Valley Trucking Inc.
23491 Ave. 184
Porterville, CA 93257

Bennett Motor Express
199 Spruce
Tulare, CA 93274

Richard E. Blaswich
Richard E. Blaswich Dump Truck
Service
37459 Road 144
Visalia, CA 93291

C. F. Bridges
C. F. Bridges Trucking*
2260 West Inyo Ave.
Tulare, CA 93274

Cain Trucking Inc.
23004 Road 140
Tulare, CA 93274

Castillo Brothers Trucking
34462 Millwood Drive
Woodlake, CA 93286

Con-Way Western Express
2737 South East Ave.
Fresno, CA 93725

Jim Dennis
Jim Dennis Trucking Gyp & Fertilizer
1886 West Inyo Ave.
Tulare, Ca 93274

Di Salvo Trucking Company
4300 South K Street
Tulare, CA 93274

Duerksen Farms
40308 Road 56
Dinuba, CA 93618

Deral H. Fike
Deral H. Fike Trucking
14780 Fargo Ave.
Hanford, CA 93230

Golden Valley Trucking Inc.
12676 Rufus Drive
Cutler, CA 93615

Darrell L. Green
Darrell L. Green Trucking Inc.
12652 Ave. 240
Tulare, CA 93274

Herrera Trucking
2010 East El Monte Way
Dinuba, CA 93618

Frank Hlebakos & Sons
7773 Ave. 384
Dinuba, CA 93618

Hornsby Brothers
21205 Ave. 144
Porterville, CA 93257

Frank Kurz
Kurz Trucking Service Inc.*
23139 Ave. 196
Strathmore, CA 93267

James Lamar
James Lamar Trucking
1575 North Park Street
Pixley, CA 93256

M & A Enterprises*
460 West Tea Pot Dome Ave.
Porterville, CA 93257

MLM Trucking
21613 Ave. 152
Porterville, CA 93257

MSM Trucking*
P.O. 1217
Tulare, CA 93274

Moore Truck Line*
3693 North Parkway Drive
Fresno, CA 93722

Netto Trucking
8066 E. Riverdale Ave.
Laton, CA 93242

Al Perret
Al Perret Trucking*
11367 Ave. 388
Cutler, CA 93615

Silver Arrow Express Inc.
1517 South J Street
Tulare, CA 93274

Simon Brother Inc.
1606 East Goshen Ave.
Visalia, CA 93291

Souza's Milk Transportation Company Inc.*
527 F Street
Lemoore, CA 93245

Souza's Milk Transportation Company Inc.
1120 East Paige Ave.
Tulare, CA 93274

T & T Refrigerated Transport Inc.*
2290 West Adams Ave.
Fresno, CA 93706

R. G. Stine
R. G. Stine Trucking
83200 West Ave.
Visalia, CA 93291

Tagus Ranch Trucking Inc.
9360 Ave. 264
Tulare, CA 93274

Thomas Brothers Spreading
5810 - 23rd Ave.
Riverdale, CA 93556

Viking Freight System Inc.
4477 South Chestnut Ave.
Fresno, CA 93725

Water Truck Contractor Inc.*
1290 Hydril Street
Avenal, CA 93204

Lowel Whitfield
Lowell Whitfield Farms Inc.
2478 North E Street
Tulare, CA 93274

Wills Trucking Service
1419 West Bush
Lemoore, CA 93245

Young's Commercial Transfer Inc.
44 South Lotas
Porterville, CA 93257

Quinn Company*
Hwy 43 & Pickerell Ave.
Corcoran, CA 93212

Gray Lift Inc.
4400 State Road
Bakersfield, CA 93308

Kaweah Lift Inc.*
800 North Burke
Visalia, CA 93291

Kaweah Lift Inc.
800 North Burke
Visalia, CA 93291

Tyrone Malone
Tyrone Malone Inc.*
4444 South K Street
Tulare, CA 93274

Wholesale Equipment Of Fresno Inc.
3183 South Golden State Boulevard
Fresno, CA 93725

Power Machinery Center
3818 Pierce Road
Bakersfield, CA 93308

C & R Welding & Repair*
352 South I Street
Tulare, CA 93274

Carvalho Welding
22691 Road 132
Tulare, CA 93274

Central Boiler & Industrial Service Inc.
1331 West Caldwell Ave.
Visalia, CA 93277

Cox's Sheet Metal*
210 South Cotta Court
Visalia, CA 93277

Custom Fabrication & Repair
12607 Ave. 388
Cutler, CA 93615

Don Davis
Don Davis Welding
10535 - 8th Ave.
Hanford, CA 93230

Dowdy's Sales & Service
Paige Ave. & Turner Drive
Tulare, Ca 93274

Gardner's Machine Shop*
2500 East Tulare Ave.
Tulare, CA 93274

Great Western Steel & Supply
756 East Date Ave.
Porterville, CA 93257

Greg's Welding
24096 Ave. 92
Terra Bella, CA 93270

J C Welding
240 East Kern
Dinuba, CA 93618

Larson's Muffler & Welding Shop
85 East Oak Ave.
Porterville, CA 93257

Machado Manufacturing
2608 East Prosperity Ave.
Tulare, CA 93274

Ten Minninger*
25000 Ave. 184
Porterville, CA 93257

Moonshine Welding
1221 North Main Street
Porterville, CA 93257

Al Phillips
Al Phillips Welding & Repair
27333 Ave. 146
Porterville, CA 93257

Porterville Sheltered Workshop Inc.*
187 West Olive Ave.
Porterville, CA 93257

Reversible Disc Plow Works
2013 South K Street
Tulare, CA 93274

Bud Sicks
Bud Sicks Welding*
1520 South J Street
Tulare, CA 93274

Suburban Pipe & Steel
721 East Acequia
Visalia, CA 93291

Taylor Machinery Inc.*
4146 West Mineral King Ave.
Visalia, CA 93277

B S & E Company Inc.
1943 East Main Street
Visalia, CA 93291

Allied Electric Motor Service Inc.
4690 East Jensen Ave.
Fresno, CA 93725

Barnes Welding Supply
2239 East Main Street
Visalia, CA 93291

Barnes Welding Supply*
1404 West Olive Ave.
Porterville, CA 93257

Fresno Oxygen & Welding Suppliers
245 M Street
Fresno, CA 93711

Mid-State Welding Supply Company Inc.
1421 East Mineral King Ave.
Visalia, CA 93277

Mid-State Welding Supply Company Inc.
500 East 6th Street
Hanford, CA 93230

Baker's Welding Supply Company
2114 South K Street
Tulare, CA 93274

Jim Dunham
Jim Dunham Private Investigator
P.O. Box 1265
Hanford, CA 93230

Mark II Investigations
P.O. Box 701
Dinuba, CA 93618

Business Service Systems Security Inc.
1639 East Shields Ave.
Fresno, CA 93704

Chess-Comm. Inc.
32967 Road 159
Ivanhoe, CA 93235

ABC Preschool*
139 South E Street
Tulare, CA 93274

Avenal Head Start Program
945 Skyline Boulevard
Avenal, CA 93204

First Baptist Church*
1100 South Sowell
Visalia, CA 93277

St. Clements Day Care Center*
498 North Valencia Boulevard
Woodlake, CA 93286

Goshen Center*
6505 Ave. 308
Visalia, CA 93291

Able Industries
1451 South O Street
Dinuba, CA 93618

Central Valley Indian Health Inc.
20 DeWitt Ave.
Clovis, CA 93613

Central Valley Regional Center *
2350 West Whitendale Ave.
Visalia, CA 93277

Home Stretch
1449 West Whitendale Ave.
Visalia, CA 93277

Visalia Emergency Aid Council*
317 NE 3rd Ave.
Visalia, CA 93277

Women's Exchange
2348 West Whitendale
Visalia, CA 93277

A Creatif Hair Design
139 South K Street
Tulare, CA 93274

Alfred & Company
705 North Irwin
Hanford, CA 93230

Claudia's
1615 West Caldwell Ave.
Visalia, CA 93277

The Cutting Room
41845 Sierra Drive
Three Rivers, CA 93721

Don Estes
Don Estes Hair Productions
407 North Garden
Visalia, CA 93291

Hack & Wack Beauty Salon
172 North Evans Road
Tipton, CA 93272

Creative Changes Salon & Supplies
906 West Henderson Ave.
Porterville, CA 93257

Dr. Richard L. Hover*
300 East Mineral King Ave.
Visalia, CA 93291

Dr. M. J. Lopez*
1222 North Douty
Hanford, CA 93230

Dr. Bradley A. Beard*
1288 North Irwin
Hanford, CA 93230

Dr. Susan M. Caldwell
Kaweah Medical Group Inc.-Pediatrics
222 West Willow
Visalia, CA 93291

Dr. Dean Hsu
Visalia Medical Clinic Inc.*
5400 West Hillsdale Drive
Visalia, CA 93291

Dr. John B. Park
Federal Aviation Medical Examiner
250 West Putnam Ave.
Porterville, CA 93257

Dr. Donald H. Strum
Eye Medical Center*
1360 East Herndon Ave. Suite 301
Fresno, CA 93710

Urgent Care
590 West Putnam Ave.
Porterville, CA 93257

Dr. William Ziering
Dr. William Ziering Inc.
5501 West Hillsdale
Visalia, CA 93291

Abbey Medi-Cab*
2021 East Main Street
Visalia, CA 93291

Sacred Heart Hospital
1025 North Douty
Hanford, CA 93230

Health Systems Design
1537 South Court
Visalia, CA 93277

Linwood Gardens Convalescent Center
4444 West Meadow Lane
Visalia, CA 93277

Rio Vista
42675 Road 44
Reedley, CA 93654

Valley Care Center*
661 West Polar Ave.
Porterville, CA 93257

Visalia Convalescent Hospital*
1925 East Houston Ave.
Visalia , CA 93291

Springville Fire Station
35659 Highway 190
Springville, CA 93265

Tulare Ranger Unit Headquarters*
Department of Forestry & Fire Protection
1968 South Lovers Lane
Visalia, CA 93277

Hanford City Fire Department *
350 West Grangeville Boulevard
Hanford, CA 93230

Jorgensen & Company*
3161 East Noble Ave.
Visalia, CA 93277

Clyde Stevenson
32494 Road 132
Visalia, CA 93291

Carbonic Sales & Service
2244 South Railroad Ave.
Fresno, CA 933721

Browning Manor *
Convalescent Hospital
729 Browning Road
Delano, CA 93215

HCA Cedar Vista Hospital*
7171 North Cedar Ave.
Fresno, CA 93710

Rio Vista
42675 Road 44
Reedley, CA 93654

Terrace Park *
Convalescent Hospital
680 East Merritt Ave.
Tulare, CA 93274

Valley Children's Hospital*
3151 North Millbrook Ave.
Fresno, CA 93703

Visalia Community Hospital*
1633 South Court Street
Visalia, CA 93277

Kings View Center*
42675 Road 44
Reedley, CA 93654

Saint Agnes Medical Center*
1303 East Herndon Ave.
Fresno, CA. 93710

Tulare District Hospital*
869 North Cherry
Tulare, CA 93274

Dr. David Brooks
Sequoia Medical Center
590 West Putnam Ave.
Porterville, CA 93257

Dr. George D. Guernsey
American Board Family Practice
460 Greenfield Ave.
Hanford, CA 93230

Dr. Douglas A. Gilio
2752 West Main Street
Visalia, CA 93291

Dr. Lawrence A. Jones
Lawrence A. Jones DDS Inc.
970 North Cherry
Tulare, CA 93274.

Dr. Carl C. Kaufmann*
Carl C. Kaufmann DDS
300 East Mineral King Ave.
Visalia, CA 93291

Dr. Harold W. Beeler
6282 De Woody
Laton, CA 93242

Herndon Eye Care
1360 East Herndon Ave.
Fresno, CA 93710

Dr. Donald A. Russell*
1245 R Street
Fresno, CA 93721.

Dr. Rosemary C. Leon
404 North Court Street
Visalia, CA 93291

Dr. Edward W. Sutton
601 West Acequia
Visalia, CA 93291

Wolfe & Associates
2340 West Whitendale Ave.
Visalia, CA 93277

Dr. Thomas R. Felsted
Visalia Urology Medical
Group Inc.
858 North Cherry
Tulare, CA 93274

Dr. Brent J. Lanier
1187 East Herndon Ave.
Fresno, CA 93710

Dr. Leonard R. Miller
Dr. Leonard R. Miller Inc.
890 North Cherry
Tulare, CA 93274

Dr. J. J. Schiff
Dr. J. J. Schiff Inc.
167 North Thesta
Fresno, CA 93701

Dr. Dwight H. Trowbridge
Eye Medical Center
1122 S Street
Fresno, CA 93721

Charter Hospital of Bakersfield
5201 White Lane
Bakersfield, CA 93309

Health Systems Design
1537 South Court
Visalia, CA 93277

Kaweah Manor Convalescent
Hospital*
3710 West Tulare Ave.
Visalia, CA 93277

Memorial Hospital at Exeter*
215 Crespi Ave.
Exeter, CA 93221

Larry L. Nava
321 Acequia
Visalia, CA 93291

Outpatient Rehabilitation Center*
205 South West Street
Visalia, CA 93291.

Pradini & Associates Physical
Therapy
229 North West Street
Visalia, CA 93291

Hanford Community Medical
Center*
450 Greenfield Ave.
Hanford, CA 93230

Dr. Edward Bjerk
221 North Johnson
Visalia, CA 93291

Dr. Shireen R. Damania
1754 East Bullard Ave.
Fresno, CA 93710

Dr. Luis H. Velosa
304 South Johnson
Visalia, CA 93291

Canterbury Villa of Hanford*
1007 West Lacey Boulevard
Hanford, CA 93230

Hacienda Health Care
361 East Grangeville Boulevard
Hanford, CA 93230

Villa Manor Care Center
350 North Villa
Porterville, CA 93257

El Monte Rest Home
1249 East El Monte Way
Dinuba, CA 93218

Retired Senior Volunteer Program
RSVP*
401 North Irwin Street
Hanford, CA 93230

Senior Nutrition Program of
Tulare County*
175 East Antelope
Woodlake, CA 93286

Doug Schultz
CalFarm*
36 East Morton Ave.
Porterville, CA 93257

Milburn W. Maloney
Milburn W. Maloney CPA
193 North Fourth Street
Porterville, CA 93257

Ed Wood
Porterville Aviation Inc.
P.O. Box 8251
Porterville, CA 93258

Mike Laughlin
River Island Country Club*
31989 River Island Drive
Porterville, CA 93257

Jim Jones
Silver Waters
P.O. Box 601
Porterville, CA 93257

Visalia Chamber of Commerce*
720 Mineral King Ave.
Visalia, CA 93291

Adventure Travel Agency
320 North Alta Ave.
Dinuba, CA 93218

Lewis Travel Service
506 West Main Street
Visalia, CA 93291

Sea Bound Travel Inc.
346 West Tulare Ave.
Tulare, CA 93274

Sierra West Travel Agency
228 North Main Street
Porterville, CA 93257

Travel Ideas
124 North L Street
Tulare, CA 93274

Three Rivers Travels
40846 Sierra Drive
Three Rivers, CA 93271

Wishon Radiological Medical Group Inc.*
1504 North Wishon Ave.
Fresno, CA 93728

Alta District Hospital
500 East Adelaide Way
Dinuba, CA 93618

Fresno Community Hospital
Fresno and R Streets
Fresno, CA 93721

Sierra View District Hospital
465 West Putnam Ave.
Porterville, CA 93257

Glen Fowler
Fowler Realty*
23320 Ave. 95
Terra Bella, CA 93270

Marc T. Oceguera Physical Therapy*
320 West Putnam
Porterville, CA 93257

John Adams Pest Control*
2626 South Conyer
Porterville, CA 93257

Dr. Alvarez
PM Pediatrics*
1640 South Court
Visalia, CA 93271

Yosef Geshuri
Center for Health & Behavior*
177 North Villa St.
Porterville, CA 93257

Jay Faubel
San Joaquin Security*
195 S. Main St.
Porterville, CA 93257

J. M. Crawford
Crawford Appraisal Service*
1524 W. Mineral King
Visalia, CA 93291

Debbie S. Glass
R. L. Roth Architect*
2325 W. Caldwell Ave.
Visalia, CA 93277

Greg Montgomery
CNC Machining Service*
1320 A Marcin St.
Visalia, CA 93277

Ken Crandall
Kaweah Citrus Association/Oxnard Lemon Co.*
2924 W. Main St.
Visalia, CA 93277

Billie Smith
Milton H. Smith Construction*
3504 E. Douglas
Visalia, CA 93277

Laura Ward
Greg Ward Training Stable*
11503 Ave. 184
Tulare, CA 93274

A. W. Gilbert
California Hot Springs*
P.O. Box 146
California Hot Springs, CA 93207

Lonnie D. Driscoll
Mobile Life Support Ambulance*
310 North Church Street
Visalia, CA 93291

Carol Masonheimer
Carousel*
51 North D Street
Porterville, CA 93257

Harry R. Dellicker
Del-Air*
2121 S. Wildcat Way
Porterville, CA 93257

Barbara Wallace
State Farm Insurance*
1055 W. Morton Suite A
Porterville, CA 93257

Cheryl L. Burruss
Pope & Talbot Inc.*
P.O. Box 911
Porterville, CA 93257

J. Gray
Alta Vista Elementary*
2293 E. Crabtree
Porterville, CA 93257

Linda Staneart
AMCO Foam Products Company*
5370 E. Home Ave.
Fresno, CA

Nancy Mason
Atapco Office Products*
2851 E. Florence
Fresno, CA

Mark Forbes
DOW Chemical*
4787 E. Date
Fresno, CA

Ruth Evans
Vendo*
7209 N. Ingram
Fresno, CA

Don McGregor
McGregor's Custom Calf Pens*
34680 Bogart Drive
Springville, CA 93265

Brian Scheer
A-L Welding Company*
25548 Ave. 102
Terra Bella, CA 93270